

## HOW IS THE SEARCH BUSINESS THESE DAYS?

By Bruce Dingman

Like the economy, the search business has seen better days. We are receiving an abundance of resumes from qualified people but have very few jobs available.

We're finding that some companies with positions to fill have let people who weren't up to the task, go during these difficult times and are looking to replace them with innovative, strong and visionary leaders who adapt to today's reality, maneuver through the challenges and seize opportunities. A few companies have taken advantage of the marketplace by making new acquisitions at fire sale prices and now need leadership capable of developing and growing the acquisition.

So, what are we doing? I often tell the story of Willie Sutton, the infamous bank robber, who was asked why he robbed banks (answer: because that's where the money is). So if Obama's stimulus plan is going to include spending billions in building better national infrastructure then construction and engineering companies may find they are having a major increase in business. Therefore, we're re-inventing our company, well, somewhat. Let me explain.

Over the years we've done work in many arenas, including some in construction and engineering. Most recruiters can find candidates in almost any industry, but we present candidates who, beyond the needed experience and education, have the right ethos, personality, management style and goals to fit the client, believing this offers greater value. We've been working on identifying some of the best players (values, track record, and management style) in construction and engineering then introducing ourselves. We'd like to continue our successful history in what we believe is one of today's growing industries.

We've contacted over fifty such firms and several have responded. Interestingly, none of the them are competitive with each other, which is exactly what we're looking for. So, we're hopeful in the next edition of *Engage!* We can say our business development plan is working.

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