

The Kensho Search Advisor

Insightful Recruiting for Medical Device Executives

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Recent Success Story

The Kensho Group recently placed a Director of Mechanical Engineering with a Neurostimulation device start-up focusing on the pain and epilepsy markets. The winning candidate came with ten years of experience at a multi-\$M Neuro medical device company, where he gained a unique skill set in supermicro enclosures and leads for implantable applications.

Star Candidates

The Kensho Group is currently working with the following Top Performers who are open to advancing their career with the right opportunity. They have proven track records in their fields and are ready to apply their expertise to grow your business.

- **Dir R&D** – Will Relocate, Cardiac Pumps HW & SW
- **Dir Technical Marketing** – Boston, Cardiac Heart Failure Devices, Will Relocate
- **Field Clinical Applications** – West Coast, Neuro & Cardiac
- **Clinical Specialist** – Colorado,

MRINetwork Insight into Global Hiring Trends - July 2010 Issue

[Each month, MRINetwork uses the combined expertise of over 1,100 offices in more than 35 countries to publish an update on hiring prior to the Bureau of Labor Statistics (BLS) numbers being released on the first Friday of the month.]

“Average turnover in the U.S. is still well over 30 percent a year, and even professional firms with low levels of turnover, still approach 10 percent,” says Tony McKinnon, President of MRINetwork. “That means any employer with more than five or ten employees should know, almost for a fact, that they will lose at least one person in the next year, if not many more.”

Liquidity Returns to the Candidate Market, Somewhat

When monthly total employment job losses began to jump 18 months ago the total number of “job separations,” as economists refer to people quitting, being fired and being laid off, didn’t increase. In fact, unlike the last recession, the monthly job separations rate reached its lowest rate on record, 3.1 percent since January.

So why did total employment drop so rapidly? Hiring was falling at an even faster rate. In April of 2009, when the separations rate was at 3.1 percent, the hires rate had already fallen to 3.0 percent. In an economy with a civilian workforce of more than 150 million workers, half a percentage point is a massive difference. After factoring in both new entrants and those who had actually left the job market, that .5 percent turned into a net loss of 528,000 jobs for the month, which was still an improvement over the previous six months of losses.

All of this leads us to the uptick in the hires rate from 3.1 to 3.3 percent in March of this year, which was then sustained in April. The hires rate for the first time since late 2007 now exceeds the separations rate by .2 percent. And this all happened before the main thrust of Census hiring which didn’t occur until May. Even the quit rate, the percentage of people leaving their jobs voluntarily, and an indication of their expectation of being able to get another job, has risen to 1.5 percent after being as low as 1.1 percent in September of last year...

[click to read the rest of the update...](#)

Cardiovascular

Current Searches Include:

Vascular Access Device Co – NEast

- Director, Reimbursement
- Regulatory Affairs Spec.
- Field Clinical Specialist
- Sales – mult. locations U.S.

NeuroRehabilitation Med Device Co - CA

- Field Clinical Spec. – mult locats

Vascular Closure Med Device Co

- Manager of Sales
- Territory Sales Manager

NeuroStimulation Device Co - MN

- Director, Regulatory Affairs
- Field Clinical Engineer

Wireless Neurostimulation Co – TX

- VP, Marketing & Bus Dev

Link to Our Expertise

The Kensho Search Advantage

The Right Partner Makes All The Difference

Resources for Clients

Recruiting services to help you succeed

The Kensho Group Search Approach

Insight, Expertise, and a Comprehensive Process

Help for Candidates

Resources to upgrade their career

Helpful Links & Downloads

Articles, Hiring Tips, and Industry Links

About The Kensho Group

The Kensho Group is a high-integrity executive search company, specializing in providing management and executive recruiting services for Medical Devices companies throughout the US as well as globally.

We focus on Cardiovascular, Neurological, Ophthalmic, and Orthopedic companies

Why I Put My Employees Ahead of My Customers

– by Vineet Nayar

The head of HCL Technologies does not do it to make his employees happy.

Here at HCL Technologies we developed a management approach called **Employees First, Customers Second** that has become known around the world. It is not what you might think. It is not a human resources initiative as many seem to assume. "It's an employee satisfaction program," or person who heard about it said. "It involves picnics." No. It is about employees, but it's not about HR.

I have nothing against programs designed to improve the lot of employees or at least make them feel a little better. And I have nothing against human resources departments and what they do. But Employees First, Customers Second is a management approach. It is a philosophy, a set of ideas, a way of looking at strategy and competitive advantage.

The idea came from observing our company closely. We create value in one very specific place: the interface between our HCL employees and our customers. We call this the "value zone." Every employee who works in the value zone is capable of creating more or less value. The whole intent of Employees First is to do everything we can to enable those employees to create the most possible value.

This has led us to take a number of actions to turn the organization pyramid upside down. In other words, we want management to be accountable to the people in the value zone as the people in the value zone are to management.

EFCS is not about making employees happy or comfortable. I don't even really care if employees are happy. I don't think that employee "satisfaction" is something a company should strive for. Satisfaction is a passive state, isn't it? Satisfaction doesn't produce change or improvement or innovation or much of anything.

As for employee "engagement," that isn't much better than satisfaction. I would hope that everybody, no matter what their job is, would be alert and paying some attention to what they do, would be engaged.

What we want at HCL is passion. We want people to be burning up with desire to pursue their interests. Fascinated by their assignments. Jumping out of their skins with excitement about what's next. Eagerly pursuing better solutions and new initiatives.

We have found that the Employees First approach produces far more passion than any motivational or recognition program. Why?...

[click to read more ...](#)

Take Back Your Lunch and Transform Your Day

– by Tony Schwartz

Far too many of us — managers and employees alike — have bought into the belief that the best way to keep up with demand is to be

needing executives, managers, and specialized talent with technical knowledge in areas such as Clinical and Regulatory Affairs, Research & Development, and Sales. Our clients include small to mid-size firms as well as Fortune 500 companies.

We are dedicated to continuous improvement, a strong relationship-driven approach to recruiting, and best-in-class practices that will provide exceptional value-added services to each and every client and candidate.

**Kensho: 1. path to enlightenment
2. wisdom-insight for long term transformation**

Contact Us

<http://www.theKenshoGroup.com>

Jay.Kshatri@theKenshoGroup.com

The Kensho Group
5100 Tilghman Street
Suite 300
Allentown, PA 18104
(610) 395-6923

working all the time.

Several weeks ago, I sat down for a coaching session with a very senior executive at a Fortune 50 company. Let's call him Richard. He'd invited me to his company in to help his team better manage the overwhelming demand he believed was taking a toll on their productivity and their satisfaction.

I began by asking Richard to describe his own workday. He told me that he arrived at the office about 7:30 a.m. and worked virtually straight through until 9 p.m. He consumed his lunch in less than 5 minutes at his desk. If he went out to dinner, it was for a business meeting.

"That's pretty typical of people at my level, isn't it?" he asked me. Sadly, it just may be.

What set this executive apart from most I meet is that he recognized that his way of working wasn't serving him well. In recent years, he'd stopped exercising and put on considerable weight. He loved his work, and felt energized by it, but he worried that pushing himself so hard was taking a long term toll.

I suggested he begin with a couple of very simple changes. The first was to schedule a time at least three times a week to work out. He did that almost immediately, and successfully — at 6 pm, as a break before returning to work.

The second change I suggested was to get outside for lunch at midday for at least 30 minutes. He agreed, and we actually scheduled the time in his calendar, with his assistant, but I could tell he wasn't confident he'd make it happen.

I wasn't entirely surprised. [The Energy Project](#), the organization I run, recently conducted a poll on the Huffington Post about people's experiences in the workplace. Sixty per cent of 1200 respondents told us they took less than 20 minutes a day for lunch. Twenty per cent took less than 10 minutes. One quarter said they never left their desks at all.

That's consistent with a [study](#) by the American Dietetic Association which found that 75 per cent of office workers eat lunch at their desk at least two to three days a week.

Those poll findings were the inspiration for a movement. The Energy Project is about to launch...

[click to finish taking back your life ...](#)

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