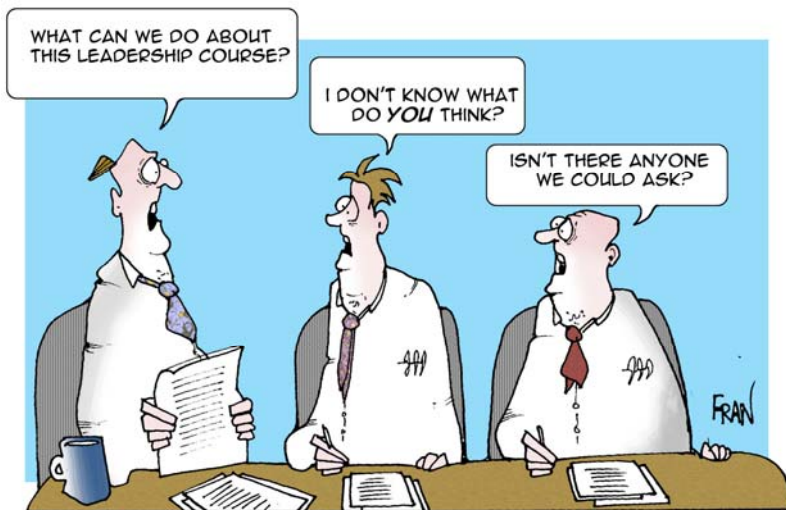




INVEST IN YOUR PEOPLE

Leadership Impact: Team Development That Works



What causes teams to be effective? Can team effectiveness be enhanced? Join us for an exclusive event for **HR Leaders** and **Executives** interested in team development that has impact! Learn more about practical and pragmatic approaches for enhancing **team alignment, collaboration** and **productivity**. CPIBN will host a live webinar, Wednesday, June 22 at 2:00PM. Our panelists will share their experiences using a **straight-forward methodology** to improve interactions and communications among team members and the (cont'd. 2)

GOOD NEWS...

from Recruiting Desk

Sure sign of the uptick in business is the sharp increase in companies hiring people in all functional areas across all industries. With over **25 years** in the **recruiting business** MaryEllen Carlo has developed a deep, broad network of candidates throughout WNY and beyond. In an effort to find clients the **best "fit"** candidates, CPIBN values the use of assessments as part of our talent acquisition process. We understand that the search for quality employees has become increasingly difficult and that **hiring the right person the first time** is critical.

Career Partners Expands Footprint

While the U.S. economy continues to grow at a slow yet steady pace, businesses around the world continue to implement talent management strategies to increase productivity, reduce costs and restore profitability within their organizations. Career Partners International, one of the world's largest providers of talent management solutions, welcomes **four new international partners to its worldwide network** to support the needs of its global clients.

We are pleased to announce CPIBN's expansion in **Australia, China, Italy, New Zealand and Taiwan**. Our organization is committed to serving our clients globally with the same great service and quality programs that you experience in WNY.

CPIBN's ability to expand our service area without compromising the **best-in-class quality** or the consistency of our services contributes to the success of all of our clients. And the **success of our clients** is of the utmost importance to us. On all referral projects we are just ONE phone call away from managing 1 to 1000 job transitions.

Team Development that works (cont'd. pg.1)

impact this approach had on the individuals, the team and the organization. We are pleased to provide this complimentary webinar to our clients and colleagues around the world. ***This program is pre-approved for a one-hour general recertification credit for HR Professionals with a PHR, SPHR or GPHR certification.***

CPIBN WEBINAR SERIES 2011

Leadership Development Solutions for your workplace.

Wednesday, June 22 at 2:00 – 3:00PM

Register now at www.cpiworld.com/webinars



John Myers, a Founder and Managing Partner of Chicago-based Kensington International, is a member of the Board of Directors and a past Chairman of the Board of Career Partners International. With more than 20 years of executive coaching and consulting expertise, John is an accomplished executive coach, author and speaker. He holds an MBA from the Kellogg School of Management at Northwestern University.

Keith A. Meyerson, Director of Learning & Development for Neiman Marcus Group Services is based in Dallas, TX. Keith creates strategies and interventions aligned to the business that have measurable impact to both the organization and employees. A former Marine, Keith has his Masters of Science in Leadership & Organizational Effectiveness from Pfeiffer University and is a certified coach with PDI Ninth House's PROFILOR assessment instrument as well as a seasoned facilitator.



Kevin P. Fitzpatrick Vice President Human Resources for A.M. Castle & Company, a specialty metals distributor with approximately 1700 employees in North America, Europe and Asia. A talented executive, Kevin's areas of HR expertise span the spectrum of executive coaching, organizational development, training and development, staffing, labor and employee relations, and more. Kevin holds both a JD from Marquette University and an MBA from the Kellogg School of Management at Northwestern University.

And check this out...

The **New Manager Development** program has been a popular client choice throughout the first half of this year. Practices learned in the first management role often carry through the rest of a career. This program will supply the participant with a forward-thinking set of "best practices" which will:

- Help them to provide positive and negative feedback
- Teach them to manage for high performance
- Train them to properly staff and measure their organizations
- Provide them with the tools to implement productivity and efficiency improvements
- Teach them to manage their professional careers

Customized and deliver on-site or at the Leadership Institute at the career center.



Todd Nicholas, Senior Trainer

Trust,

Conflict,

Commitment,

Accountability

and Results!

Prepare for Future & Change

Employees don't quit their jobs; they quit their leaders.

Todd Nicholas joined Career Partners International Buffalo | Niagara in January 2003. As **Senior Career Consultant** and **Lead Trainer**, he pursues his passion for training, counseling, and career development.

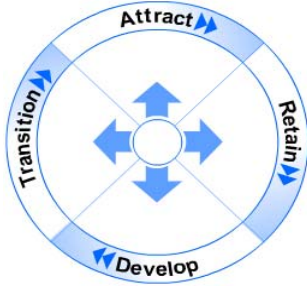
Prior to joining CPIBN, Todd ran his own career services firm in the Buffalo area, specializing in resume development, career counseling, interview training, and placement services. He started his career with GE, where after graduating from the **Manufacturing Management Program**, he spent 10 years in **Operations & Engineering Management** and also received his **Six Sigma Green Belt Certification**. Todd holds an Electrical Engineering Degree from Clarkson University

Todd currently works with several hundred professional and executive outplacement candidates annually providing comprehensive career services. He also **develops and conducts custom training** programs for external corporate customers (recent clients include Coca Cola Bottling, Hospira, Merchants Insurance, and the Atlantic City Press) on **management development, organizational effectiveness, motivation, leadership, interviewing, performance evaluation** and other topics. In addition, he regularly serves as a guest lecturer at local colleges including Buffalo State College and the State University of New York at Geneseo.

Smooth the path for new leaders and new strategies. Changes in leadership and strategy are inevitable in the business world. Businesses that make changes quickly and smoothly will soon **outpace the competition**. CPIBN's highly experienced consultants provide one-on-one coaching and team-building programs to:

- **Integrate new leaders** quickly into the corporate culture
- Help leaders make the **transition from functional management** to strategic leadership roles
- Identify, confront and quickly effect the organizational changes essential to a **new strategy**
- **Optimize the fit** between existing talent and new strategic leadership roles

An employee who is successfully integrated and nurtured will not only stay but also **improve productivity** and **customer satisfaction**. CPIBN provides assistance in effecting needed changes – ranging from one-on-one **leadership coaching** to **teambuilding**.



Career Management Cycle

Attract

Retain

Develop

Transition

Staff and Associates

Dottie Austin

Principal

MaryEllen Carlo

Search Services

Diane Denton

Administrative Associate

Carol Merrill

Accounting

Todd Nicholas

Master Consultant

Diane Robinson

Career Consultant

Mark Weigel

Principal



www.cpiibn.com

716.632.7662

Your Reputation is Golden

A solid career transition assistance program may be the **most important separation benefit you provide** an exiting employee. Executives face tough decisions in the design of severance packages supporting separating employees.

For the separated employees...what is the value of career transition assistance?

Being laid off is a traumatic event in the life of the employee and his/her family. The best programs are designed to help the employee **overcome this trauma** while also providing the **tactical weapons** they'll need. The most effective will help the individual overcome the grief, anxiety, anger, fear and blow to confidence enabling them to prepare to enter the "war to re-employ" in the shortest timeframe possible.

Arm your former associates with an arsenal of tactical weapons proven to increase success in the "war to re-employ".

Create a market-driven, **results-oriented resume** in the shortest timeline possible.

Proactively market your separated employee to prospective companies rather than passively making a database available to the public. Provide guidance and support in **creating customized marketing campaign**.

Rigorously prepare candidates for the interview process through **mock interviews** and feedback.

Pick candidates back up after a rejection, dust them off, and coach them through lessons learned to help them get back into the fight with confidence and stamina.

For the sponsoring employer...the value of providing career transition assistance is cost savings and risk reduction.

Employees given the benefit of a solid program have an enhanced chance to re-employ faster than those who don't. As a result, the employer can save in many ways not always considered:

Fewer unemployment claims **reduces** the employers UE contribution **rate**.

Employees are **less likely to linger** on your health plans via COBRA reducing the claims exposure.

Successfully re-employed employees, well treated in transition, are less likely to file post employment claims for unlawful harassment, discrimination or other disparate treatment types of claims.

Those **employees left behind**, not part of the RIF, are watching how separated employees are treated. You end up with a happier, more productive remaining workforce.

A community that **regards you as a good corporate citizen**. *A little goodwill goes a long way! Your reputation is golden!*