

November 2004

[Letter from the Editor]

Dear Friends:

The curse of the Bambino has finally been broken and so has the curse on the Silicon Valley economy and its job market. What a relief in my household and my office that the Red Sox finally won, and the Red Sox Nation's collective self esteem has been restored. And what a relief to executives who have struggled so long and hard to find new employment. Thank God that our friends and neighbors can now take care of themselves and their families again.

I picked David Ortiz as my favorite Red Sox player over two years ago, when everyone else was focusing on the cute, attention-grabbers like Nomar Garciaparra or Manny Ramirez. Why David? He's not glamorous, but is talented, steady, and a real heavy hitter. He also takes risks, like attempting to steal that base two weeks ago, and does not let himself get sidetracked by anything. He also refuses to take credit for himself, sharing the accolades with his teammates. Sounds like a good employee, doesn't he?

This month I'd like to thank an old friend and client, Paul Bianchi, former SVPHR of PeopleSoft, for his referrals, support, and camaraderie over the years. Way to go, Paul!

Go Sox!

Take care,
Valerie

ASK VALERIE:

Dear Valerie:

Our CEO wants a retained search done for one of our most critical executive team slots, where the target compensation will be between \$280,000 - \$375,000, but he wants a flexible solution where he doesn't pay more than \$50,000 in fees. Any ideas?

-Wanna Be Your Client

Dear Wanna Be:

Search fees are market-driven, and two years ago clients could name their prices. But the market has changed and search firms are busy. The issue now is not simply finding the right candidate for the position, but finding a recruiter who has bandwidth and who can perform. Make this his problem, not yours, because he'll get what he's paying for.

Dear Valerie:

What level of an HR person should we bring on? We have 300 employees, 45 open reqs, and are three years old. We have an HR admin, a recruiter, and had a Manager who left recently. Our major problems are hiring enough good people, training, and keeping our culture intact.

-CEO in Planning Mode

Dear CEO:

To get to the size you already are in the four most difficult years ever, the transactional side of HR is going well, and you are probably spending a lot of personal time on HR yourself. Your strong leadership skills have developed the culture and you've trained the troops. I recommend a strong interim Director of Staffing to supervise getting the reqs closed and to set up systems and processes to ensure that you have the right channels to be able to continue to hire quickly enough as the market gets tighter and tighter. Then I'd add a VP-level generalist with a strong background in the softer sides of HR: training, OD, change management, etc, and outsource the compensation strategy and compliance. As you grow, I'd add a Manager to take away the transactions and build the HRIS, allowing the VP to focus more on strategy and executive team support.

Dear Valerie:

We have been looking for a good call center/customer service manager for our Santa Clara facility for almost a year, with no luck. We've tried Craigslist, local agencies, and even a local retained firm. What are we doing wrong?

-Really Frustrated

Dear Really Frustrated:

Sometimes recruiting is like real estate: location, location, location. There are no more call centers located in Silicon Valley, so you'll need to import a call center manager from Reno or Arizona. If you can pay a relo package, they'll be yours for the picking.

SPECIAL EVENTS:

2004 Conference Board Change Management Conference: Embedding Capacity for Successful Change
Grand Hyatt, New York, NY. Nov. 15-17, 2004

Hear some really good experts discuss how they transform corporate culture. Speakers include Yvonne Jackson, SVPHR at Pfizer.

3G World Congress and Exhibition

November 15 – 19 2004, Hong Kong

Asia's largest mobility event features CEOs from the world's leading telecom companies. Speakers include CEOs from Ericsson, SmarTone, QualComm, and Siemens.

FEI SF & Silicon Valley Chapters Joint Dinner

November 16, 2004, Palo Alto Hills Country Club, Palo Alto, CA

One of the best places for CFOs to network, this joint dinner's special guest is Don Valentine, founder of Sequoia Capital.

CURRENT CONSULTING PROJECTS:

Studies show that Chief Executives spend up to 60% of their time dealing with People Problems. This section gives you a feel for current critical HR and management issues our clients face.

- Sales Compensation
- Global Outsourcing
- Interim VPHR
- Strategic Planning
- Harassment prevention
- Executive compensation

- HR Process Audit
- Interim Director of Strategic Talent Acquisition
- Executive coaching focusing on communication style
- Contract recruiting
- Terminations due to performance

SEARCH PRACTICE:

We accept resumes from all C-level executives, Board members, and all HR professionals. Email your resume in MS Word format to recruiting@vfandco.com.

CURRENT SEARCHES:

Vice President, Sales--Electronics and Lighting (Asia-Pacific)
 GM/Senior Director Enterprise Solutions--Software (two positions, upper Peninsula)
 Vice President, Human Resources--Software (mid-Peninsula)
 Vice President, Human Resources--Consulting (Silicon Valley)
 Vice President/ Director, Human Resources--Consumer Products (upper-Peninsula)
 Product Marketing Director--Consumer Products (upper-Peninsula)
 Supply Chain Logistics Director--Consumer Products (upper-Peninsula)
 Director, Human Resources--Manufacturing (Stockton)
 Customer Service Manager--Electronics (Peninsula)
 Patent Attorney--Life Sciences (upper-Peninsula)
 Patent Agent--Life Sciences (upper-Peninsula)

INTERNAL VF&CO POSITIONS:

We are expanding our team! Email your resume in MS Word format to recruiting@vfandco.com.

Experienced retained Executive Search Consultants
 Executive Search Researchers and Candidate Developers
 Contract Recruiters
 Experienced, business development-oriented HR Consultants
 Administrative assistant

RECENTLY CLOSED SEARCHES AND PLACEMENTS:

Vice President, Professional Services--Software (Sunnyvale)
 Vice President of Human Resources--Software (mid-Peninsula)
 Senior Director, Human Resources--Software (Santa Clara)
 Director of Strategic Talent Acquisition--Consulting (Santa Clara)
 Director, Human Resources--Life Sciences (Mountain View)
 Director of Business Development and Channel Sales--Software (EMEA)
 Strategic Account Manager--Software (Germany)
 Director, Compensation/Benefits/HRIS--Software (Mountain View)
 Executive, Human Resources--Life Sciences (Auburn, CA)
 Contract Recruiter--Software (mid-Peninsula)