

# TEAM TALK

from Cork Griffiths



The monthly online newsletter for Cork Griffiths clients  
January 2009



A happy new year to all our clients, candidates and colleagues. January is a great time for planning and looking to the future. If you need help with fulfilling a senior position or finding the ideal new role, do get in touch. Let's hope 2009 is a more positive, profitable time for us all.

Best regards, Paul.

## your business resolution

- to plan ahead with conviction

Without banging the tired drum of the credit crunch and general economic gloom, we acknowledge that 2008 wasn't everyone's best year. However, a good positive attitude and solid plans for consolidation and dare we say, growth, can help us trade our way through this difficult time. This is our take on trading through a recession...

- 1 **Cashflow**: make sure you are on top of your cashflow - manage it daily if necessary.
- 2 Be prepared to **change or diversify**: look at every opportunity to move with the trends.
- 3 **Avoid commitment**: don't sign up for anything you can't be certain of - this includes people and premises. Our interim service has been designed specifically for this reason.
- 4 **Renegotiate** suppliers and deals: you are in a good position to get a better deal when the time comes to renew contracts and agreements.
- 5 **Examine your client base**: is your client base strong enough to weather financial challenges? Should you look at attracting a new audience?
- 6 **Keep talking to your bank**: keep an open dialogue and inform your bank of any problems along the way to keep them on your side.
- 7 **Outsource** where possible: many functions within your business could be handled externally - talk to us for help with this.
- 8 Look at **interim support**: at the higher levels within your business or for special projects, take on support for a fixed period - ask us for more information about this.
- 9 **Watch every penny**: you'll be amazed at how much money you do actually waste. Introduce staff incentive schemes to lock in their support.
- 10 Build up **marketing** efforts: this is no time for reducing marketing spend - make sure you continue to be noticed in your industry and among your target clients.
- 11 **Take advantage**: look out for businesses that are shedding staff or selling up - there are opportunities out there - as hard as that may sound.
- 12 **Keep your team on side**: look after your own people, they'll be nervous and need reassurance - be upbeat and honest.

If you need any support, please contact us for a chat - we have many years experience in every HR issue - we are always here to help. We hope 2009 turns a corner and brings with it some much needed positivity in the UK and beyond.

# www.corkgriffiths.co.uk

RECRUITMENT FOR ALL SENIOR & EXECUTIVE ROLES ACROSS THE UK

# What's on the menu?

Over the many years we have been recruiting, we have introduced a range of services in response to our clients' and candidates' needs. Some you will know, others you may not, so we've included a roundup of our comprehensive services below. Like a menu, you choose what you need and we serve it up with Michelin style professionalism!

## Recruitment:

Managers and Directors across the UK in all market sectors. We are best known for financial recruitment but also work at senior manager and director level in all disciplines.

## Specialist Recruitment:

Interim appointments, Non Executives, MBI candidates, Outplacement services. We have extensive experience in all these specialist fields and have introduced them to meet client demands.

## Support Services:

Redundancy support, Management due diligence, HR consultancy, Psychometric testing. A range of services designed to reflect the changing needs of the world of employment.

## Long-term Relationship:

We have several services that support our clients. We offer an Annual fixed fee recruitment - this suits many of our clients, free monthly newsletter, free "Guide to Recruiting" and free regular seminars.

*Contact us or visit our website for more information*



## JOB HUNTING?

If you are currently looking for a new challenge or have recently been made redundant, there are a host of things you can be doing to increase your prospects of finding the right position and making sure you represent yourself in the best light possible.

**LOOK IN THE RIGHT PLACES:** recruitment websites, newspapers, company websites, a reputable recruitment consultancy

**USE YOUR CONTACTS:** contact people you know and trust and tell them what you are looking for

**NETWORK:** make new contacts, attend networking events, go to social events, be seen in the right places

**HAVE A CV THAT SHINES:** there is no substitute for a clear, clean, concise CV that is easy to read and highlights your qualities

**CREATE A STRONG COVERING LETTER:** make it different every time and relevant to the position you are applying for

**BE PREPARED TO GO THE EXTRA MILE:** do something different such as prepare a short presentation or add a photo to your application

**LOOK THE PART:** dress appropriately for the position - check everything from your hair to your shoes!

**EXCEED EXPECTATIONS:** don't hide your best points - be clear about your strengths and make sure it comes across clearly

**STAY POSITIVE:** don't be put off by failure, think of every application as a learning curve and preparation for the right eventual outcome



**We have a strong network of contacts and an active database of clients seeking the very best managers and directors - contact us if you are looking for a new role and we will discuss your needs and expectations with you to make sure we facilitate the very best match.**

[www.corkgriffiths.co.uk](http://www.corkgriffiths.co.uk)

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