

RJM Associates, Inc.

The IT/IS, Sales, Marketing and Administrative Placement Professionals.

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Web address is www.rjm-associates.com or www.planethire.com

"We are dedicated to enhancing and contributing to our clients knowledge of employment, staffing and business."

Medford MA- Well how is your summer proceeding? It seems that we are headed towards another business cycle...contracting. With corporate America outsourcing and large corporations such as IBM Global, EDS, Unisys and Fujitsu all expanding, the IT/IS worker is finding fewer and fewer options. Is it a company driven market (that is, a buyer's) market? For now, yes it is. However, history shows us that this won't last long. The one potential wild card in the marketplace is the number of IT jobs that are lost overseas. India, China, Russia and some old Eastern Bloc Communist countries are luring our low- to- mid level positions to their country. Their thinking is: "Why pay \$50,000.00 in the US for a technical support representative with little or no formal education, when I can pay \$18,000 for an MBA in CIS overseas?" (Incidentally, that \$18,000 salary includes benefits and English lessons!) With unemployment being at its highest levels in ten years, you must continue to practice what we preach in this column every quarter:

Always add value to your company.

How do you stay ahead of the competition? Contact us at **XZRMX@AOL.COM** or call **781-395-8886** and ask for Robert Miller, CPC.

BY THE NUMBERS

Good news from the staffing industry, **Executive Recruiter**

News reports that **10%** of search firms have gone under in the last **18** months. Indicates laws of the jungle starting to take effect.

Bad news: Forester Research reported recently that US employers will have approximately **3.3** million white-collar service jobs and **\$136** billion in wages overseas by **2015**.

Positive news from the economy: the unemployment rate has dropped from **6.4 %** to **6.2%**. However **44,000** permanent jobs were eliminated last month. Temporary work has increased almost **12%** since last year.

"If you have accomplished all that you have planned for yourself, you have not planned enough."

-Edward Everett Hale, clergyman and writer 1822-1909

What employers need to know about their information technology staff might surprise them. Recent survey suggests when tech turn around occurs many organizations will be left looking to replace top talent.

A recent informationweek poll asked: "What would influence you to accept a lesser position or job title?"

6,820 IT Managers and 7,748 IT Staff replied: here were are the results:

More job satisfaction 57.5%, location 40.0%, better company 37.5%, more job security 35.5%, flexibility 30.0%, stock options 15% and different field 12%.

What do these results tell us? Employers must continually challenge their IT staffs. In many cases it may mean new responsibilities. Training and seminars should be in the budget and should never reduced or cut. An employer may think, "who cares, we'll replace them with another person." In the current economy, an employer might get away with this mindset. However, it may be a totally different story in another 18 to 24 months. Employers need to think long-term with regards to their in-house technical staff's well being, even though 90% of large companies outsource and 58% of medium-sized companies outsource some function. The organizations that take information such as this poll to heart will benefit the most when profits rise.

"Opportunity is missed by most people because it is dressed in overalls and looks like work."

.-Thomas Edison

"The secret of all those who make discoveries is that they regard nothing as impossible."- Justus Liebig

5 Traits of Successful Salespeople

Do you have what it takes???

Whether or whether not you believe personality traits and emotional intelligence skills can be taught; here are the top traits managers and experts say good salespeople should demonstrate:

1. **Optimism-** Top sales professionals always tend to look on the bright side, do you?
2. **Resilience-** The ability to deal with “no”. Turn it around and keep producing.
3. **Self-Motivated-** This trait can’t be taught. Nearly all selling organizations look for professionals that hate to lose and always want to win. Hopefully that sounds like someone you know.
4. **Personable-** The ability to generate genuine strong, positive relationship with clients and prospects. Again, that is a trait that can’t be taught, but us essential to building long-lasting relationships.
5. **Empathetic-** The ability to relate to customers and understand their needs. This will result in increased sales and productivity.

RESUME TIPS

In light of seemingly endless layoffs, downsizing and multiple job screening and interviews to which many of our clients are now subject to. We decided it would be a good time to go over the basics of the resume. Just keep in mind that as a wise person once noted, a resume will get you an interview, but not a job! Vert true. Nonetheless, we think the following tips will help you improve your chances to get that face-to-face chat with a hiring resource.

- * **Put your accomplishments up front.** Hiring resources spend 10 seconds reading a resume.
- * **Give specific figures - sales resumes in particular.**
- * **Tout your management skills; demonstrate leadership skills if managing people.**
- * **Use key words.** More and more recruiting is done electronically, and buzz words can make a difference.
- * **Make it easy to read.** Seven to ten years of work experience should fill one to one and a half pages of your resume.

RJM Associates, Inc. Technology and Value Stock Watch.

What a diffence five months makes, war, victory, tax cuts and a presidential election almost 12 months away; suddenly, the fund is up 17 percent! Yahoo (up 50%) and Cisco up 31%) led the way. Not one stock had negative value. However, Oralce had no growth; perhaps Larry Ellison should concentrate on company building rather than Americas Cup Boating Qualifying.

Cigna(CI)-5%	Raytheon (RTN)-21%
Biogen(Bgen)-6%	Yahoo(YHOO)-50%
SBC Comm (SBC)-14%	IBM-5%
EBAY-13%	Dell-19%
Microsoft(MSFT)-20%	AT&T(T)-15%
Oracle(ORCL)-0%	Cisco(CSCO)-31%

As always, we’d like to point out the tech sector stock watch is for purely informational purposes. It doesn’t serve as an endorsement of securities by any party at RJM Associates, Inc. for the investment purposes of its clients or candidates.

Till next time.....

In our next edition, we’ll reflect on economic and employment trends, as well as job-hunting tips. Meanwhile, enjoy the rest of the summer and fall! We thought that with football season upon us that the following story might be timely and provide a few chuckles.

The Tampa Bay Buccaneers set an NFL record back in 1976 by losing all their games-an 0-14 record. During one team meeting, coach John McKay told his players that games were won or lost “in the trenches,” and proceeded to lecture them about their failure to block and tackle. McKay then noticed one of the lineman dozing in the back. Irritated, McKay stomped over to the sleeping player and woke him up. McKay growled, “So where are most games won or lost?”

Without hesitation, the lineman replied, “Right here in Tampa Bay!”- thus ruining McKay’s script but defining the entire season.