

The edge

Welcome

Welcome to our premier edition of The Edge. We chose "the Edge" as the identity for our newsletter as we offer our candidates an edge in their career search. Our team has extensive search and placement experience with a direct focus in the Supply Chain, Logistics and Transportation industries.

"The Edge" will offer our candidates an inside look at the Trinity Executive Search team, exciting career opportunities and professional career advancement tips. We will include a question section in our newsletter that will review our most frequent inquiries.

We are interested in your feedback so please let us know your thoughts on our new newsletter and any suggestions that you may have. We look forward to hearing from you.

The Career Vista

1102 – Van Operations Manager, SW GTA

The Operations Manager will plan, direct and supervise all day to day operations related to the transportation and movement of goods in order to generate revenue. This individual will ensure compliance and regulations are followed and up to date, develop plans and standard operating procedures as well as manage risk for the domestic and U.S. van operations of the company.

1103 – Fleet Coordinator, GTA

The Fleet Coordinator will report to the Director of Purchasing and Fleet Operations and be responsible for the accurate and timely reporting of activities relating to the fleet equipment. This position requires a minimum 5 years experience in the transportation industry and exceptional computer skills for report writing and charting results.

1105 – Sales Manager, Vancouver

Our client is seeking a professional Sales Manager to concentrate on backhaul to Ontario from the west coast. The incumbent will assume responsibility for meeting corporate expectations for the Calgary, Edmonton and Vancouver market. This will be accomplished through relationship building and offering strategic, value based solutions. A demonstrated ability to get targeted prospects actively engaged in a sales process, and the ability to sell in a structured, process orientated manner are key benchmarks of success.

1106 - Senior Account Manager, GTA

Our client is seeking a professional Senior Account Manager that will focus on selling a wide variety of transportation and distribution solutions. The Account Manger will contribute significantly by establishing new business relationships for the company through a consultative selling approach, with a primary focus on LTL and 3rd Party Logistics.

For additional details on the above positions or to review other opportunities please review our career page at www.trinitysearch.ca



Trinity Executive Search's team is our key advantage. Our team of executive search consultants take the time to understand our clients and candidates motivation in order to ensure successful search results. We are dedicated to excellence and continuously strive to meet and exceed our candidate's expectations.

Our success can be broken down into a "trinity" of key components.

1. Our commitment to abide by a proven process
2. Our dedication to excellence
3. Our ability to qualify candidates

The clear advantage of partnering with Trinity Executive Search is our ability to present top talent to organizations that will offer them the career advancement and path that is essential for the next step in their career.

DISCOVER
the **TRINITY**
Advantage

The Examiner

This segment will provide feedback to our candidates most common inquiries. In our first edition of "The Edge" we have included some answers to key questions that you might have.

Who can I contact at Trinity to discuss my next career move?

The members of Trinity Executive Search's team are professional search consultants and would be happy to discuss the many benefits of partnering with us.

We work closely with our clients and candidates to ensure we maintain our professional referral network.

Please contact any member of the Trinity Executive Search team at 1-866-740-7890 or info@trinitysearch.ca to find out more about becoming part of our renowned candidate base.

If you have questions please forward them to info@trinitysearch.ca and we will respond directly to you and/or feature your answer in the next issue of "The Edge".

The Trinity Executive Search Team



What Does It Really Take To Be Successful?

Your performance review maybe the perfect time to ask your boss about your future with the organization, but first there's some preparation to do. A resource you might want to consult is Carol Gallagher's book "Going to the Top".

From those interviews and her own experience consulting with individuals and groups about organizational effectiveness, Gallagher has identified what she calls the CORE of success.

The four essential ingredients for getting promoted.

Competence: Of course you'll need to have the skills relevant to your current assignment in marketing. But you should also be thinking about developing competencies that you'd need in general management too, such as strategic thinking, finance, relationship management and diversity. Building your competence in an ongoing way, through courses, books, tapes, conferences, and seminars is part of what's required if you really do want to move on up that ladder.

Outcomes: Competence alone won't do it. So what great things have happened at your company because of your efforts? Remember these outcomes need to be specific and, whenever possible, measurable. Also remember that if you don't specify what outcomes you want in advance, then the chances of making the strategic moves necessary for their accomplishments are small. Plot your goal, and then carefully figure backwards from that goal what you'll need to do to make it happen.

Relationships: Here's another big one. Make a list of the people you know in three circles: the inner circle is for people you know well and can count on to help you whenever you need them; the second circle is for people you know and have at least a somewhat warm relationship with, but there is no guarantee they'll come through for you; the third circle is for people who have decision-making power or access to power that could affect your outcomes, but you don't have much going with them. Your success will increase dramatically as you find ways to move people out of the third circle and into the first and second ones, because that's where the action is.

Endurance: Gallagher lists four different kinds of endurance: Intellectual, Emotional, Physical and Spiritual. Common to all four is keeping on with what needs to be done, whether it's convenient or not. That means staying on top of new trends, being resilient in the face of disappointments and defeats, paying attention to what your body needs and how it feels and being true to your essential values.

So, there's lots of work to do before your performance review. I'd suggest that you complete your own CORE analysis and be prepared to share some of it with your manager, asking for their feedback about how they see your performance and their help in growing your career. If you find that they are not that helpful, ask for a referral to someone in executive development in HR to help you think about your career in larger terms. And if that doesn't work, look for an executive coach on your own, a savvy teacher to help you work out your own curriculum for self-development and keep you on task.

Good luck!