

## CONTRACT ENGINEERING OUTSOURCING

There are times during the course of the year when client companies are unable to accept an order due to a lack of design capability within their engineering department.



This department headed up by Paul Wheeler the company's Business Development Director has been established to provide a contract engineering service embracing pump hydraulic design, mechanical design, electrical design, and project management.

To assist clients to access a short term engineering facility, Rowe and Company have set up a contract engineering outsourcing department.

Clients will find this outsourcing facility particularly relevant for contract engineering projects of approximately one to three months.

PLEASE CONTACT Paul Wheeler on 01525 875101

### IN THIS ISSUE

- Contract Engineering Outsourcing
- Forseeing the Buyback
- Salary Surveys
- Emotional Intelligence

## FORSEEING THE BUYBACK

A shortage of people with key skills in our industry has created a situation where employees cannot be replaced for many months due to a lack of suitably qualified people in the market place.

The bad news for our clients is that recently recruited members of staff could become prey to a serious buyback offer from their previous employer. An ideal programme of action to foresee buyback activities might be:

- Ask recently appointed staff to let you know if they are contacted by their previous employers
- Arrange for new recruits to meet with their head of department at least monthly to monitor progress and ensure the new recruit's well being
- A six month pay review can be helpful to ward off a previous employers advances
- Most importantly ensure that the new recruit is made welcome in your company, training commitments are put into place, and the new recruit is quickly absorbed into the positive aspects of your work culture.



The best management skill that I have come across is the foreman who would ensure that on a Monday morning a new recruit would find his work cloths, safety shoes and goggles waiting. He would then take the new recruit to meet all his colleagues, personally show him around the workplace, particularly the restaurant and any other amenities. His goal – the new recruit will go home and say to his family "I think I'm going to like it here".

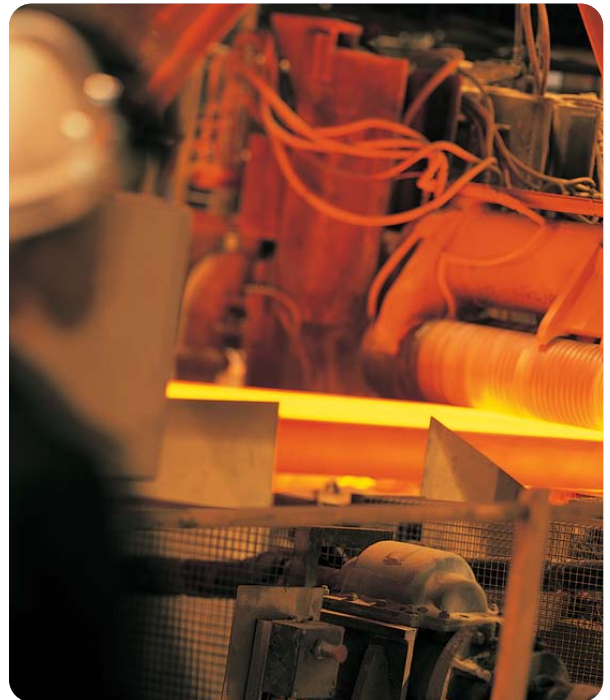
## SALARY SURVEYS

Between 1987 and 1999 Rowe and Company conducted a two yearly Fluid Handling Salary Survey which monitored pay bonus and other conditions for sales design projects and management personnel within our industry.

Since that time we have conducted adhoc salary surveys for client companies seeking to establish where they stood in the pay league for certain personnel in their key market sectors.

At the present time there has been a salary surge in specific market sectors such as building services and oil and gas. If you are not certain how recent trends have affected your position in the pay league then you may find an independent salary survey of great value to you.

PLEASE RING Chris Rowe on 01525 875510



## EMOTIONAL INTELLIGENCE

Thomas International has launched a new personality assessment – the Thomas Emotional Intelligence Questionnaire. It is an accurate and objective way to measure emotional competence in the work place.

The concept of emotional intelligence came from challenges that intelligence, or IQ, was one of the most reliable indicators of performance. IQ is only part of the story when it comes to predicting success. Success is down to technical skills, behaviour, personality and emotional competence. Emotion and behaviour has a massive impact on an organisation's performance.

### What is Emotional Intelligence?

Emotional Intelligence is an individual's capacity to understand and control their own emotions, and recognise and manage those of others so that they and others around them can be as effective and productive as possible at work. It is the awareness of and ability to manage one's emotions in a healthy and productive manner. Understanding and developing the emotional intelligence of your staff will create and build an organisation that will succeed.

### What Is The Thomas Emotional Intelligence Questionnaire?

The questionnaire is comprised of 153 questions ranked through seven options from 'completely disagree' to 'completely agree', taking approx 20-25 minutes to complete.



FOR MORE INFORMATION, PLEASE CALL Chris Rowe on 01525 875101

Contact us

[www.roweandco.com](http://www.roweandco.com)