



How to Provide Constructive Feedback that Shows Positive Results

Check out our top five candidates, our placement spotlight & the best ways to listen to your employees in order to see change!

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Administrative Assistant

Great local professional that is available immediately and offers excellent attention to detail & follow through skills plus awesome customer service skills! This pro is experienced in Microsoft Office & has worked in project management in previous roles, where they were responsible for calling, managing & tracking vendors for special events they helped planned. They thrive in a fast paced environment & do their best in a busy environment with lots going on! They offer work history stability in their previous roles plus a nice and friendly disposition with excellent communication skills!

CAD Tech

An awesome professional with three years' of experience with new product lines in sales & engineering. This pro is proficient in Microsoft Office: Excel, PP, Word, Google docs, RP systems, V-look ups, Excel formulas etc and comfortable speaking in front of an audiences. He received a full ride football scholarship & received sports media training & is an excellent speaker. They were an Asst. GM in a previous role & spoke with a large group of Customers & Executives and were responsible for leading all meetings and worked closely with Manager & Sales Team, oversaw product management of \$4 Million a year - CRM & Salesforce- ERP - scheduling & inventory. They hold several certifications, including Certified AutoCad - Inventor - Revit - Solidworks. This pro is confident in their skills set, a fast learner with new products, and enjoys the challenge to know the products & pricing models. They are a self-starter; results driven & enjoys taking initiative to make product line plus they offer a nice personality & great communication skills!

Manufacturing Engineer

A local and degreed engineer well experienced in improving the processes in a manufacturing environment. Their expertise includes designing engineering functions, establishing new production processes, and revising existing processes as required. This pro has an in-depth understanding of lean manufacturing processes and has supported quality control functions, analyzed the quality data such as SPC charts when a quality problem arises, and established corrective actions to contain and fix the problem. They worked with PLC and Automated solutions, where they established a SMED program to reduce machine set-up time and change-overs. This excellent communicator is available immediately, looking for their forever work home and holds a B.S. and Master's in Mechanical Engineering.

Buyer/Planner

A technical professional well experienced in procurement, cost management, manufacturing analysis, contract negotiation, project management, and supply chain within manufacturing industries. They have a proven ability to streamline business processes, implement cost control measures, and enhance operational efficiency. They thrive on challenges, remain focused under pressure, and successfully manages millions in assets to achieve corporate objectives. In a previous role, their responsibilities included managing the SAP system by entering purchase contract details such as pricing and delivery deadlines to keep the records updated. They built productive relationships in the supplier base, focused on driving cost savings, quality delivery, plus they have resolved complex issues. They are an excellent communicator, holds an MBA in Management and Marketing, and are certified in PMP from Project Management Institute, CPSM, Certified Professional Supply Management, CPSD, Certified Professional Supplier Diversity, and Lean Six Sigma.

Patient Account Representative

A local professional with prior insurance verification and payment posting experience. As the Patient Account Representative, they were responsible for

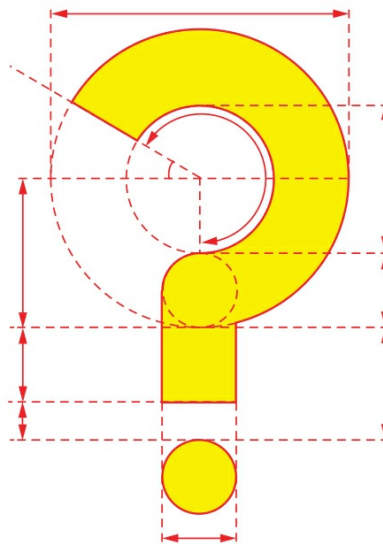
collections, insurance verifications, discussing payment plans with patients, pre-certification and pre-authorizations, and posting patient payments. They communicated with both attorneys and insurance companies to establish settlement payments on patient accounts. They do have some exposure to CPT coding and offer a stable work history plus a nice and friendly personality!

Meet Teresa - a recent TalentSource placement!



We are excited to have placed Teresa as an Accounts Payable Specialist with a South Bend client on a contract basis! Here is what she had to say about her experience with TalentSource and her exciting role thus far!

"Talentsource helped me find a work from home opportunity which is a perfect fit for my skill set and work/life balance."



The Power of Listening in Helping People Change

Giving performance feedback is one of the most common ways managers help their subordinates learn and improve. Yet, research revealed that feedback could actually hurt performance: More than 20 years ago, one of us (Kluger) analyzed 607...

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