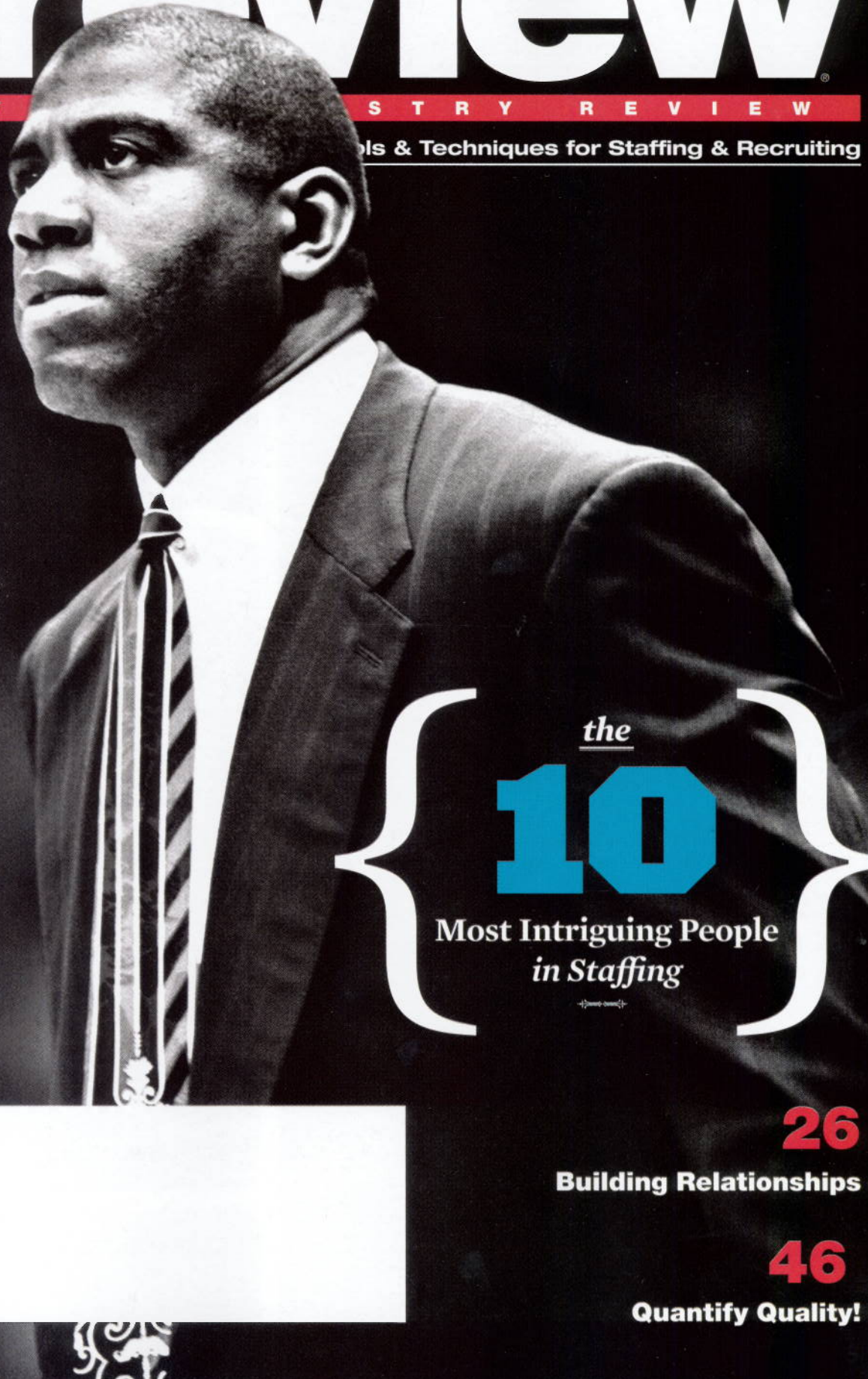


Staffing Industry Review

S T A F F

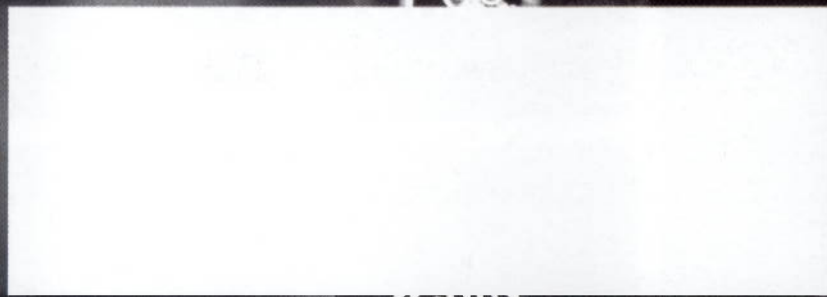
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Most Intriguing People *in Staffing*



One is a former NBA player who has gone from shooting hoops to helping minorities find jobs. Another broke the glass ceiling to become one of the most senior female executives in the staffing industry. And yet another got her start to what has been a 40-year career in staffing by managing a Welcome Wagon business.

It may not seem like these people would have anything in common, but they do: They were all chosen by Staffing Industry Analysts as being among the “10 Most Intriguing People in Staffing.”

SIA staff and people from outside the company submitted nominations. The final list was chosen by SIA editors and analysts after extensive discussion and debate, particularly around just what constituted “intriguing.” Certainly, part of the intrigue is related to the combination of success and an interesting personal story. But sometimes it is also related to those people who have climbed to the heights but have left most of us in the dark about how they got there and what drove their climb. In the end we decided that “intriguing” is in the eyes of the beholder. You know it when you see it. And so we offer the following as our entirely subjective opinion on the most intriguing people in staffing for 2009.

Their stories follow, in no particular order.

things boring. He's been an 800-pound gorilla to emphasize our size. We can pretty much get him to dress up into anything."

Adds Mahew: "He's got an incredibly serious side to him as well. He really deeply cares about every single employee. He really is our entire culture. He is definitely dedicated to making the company better. We owe it all to him and his leadership, to making us always try to be better. ... He has an amazing open door policy. If you're having issues, he wants to hear from you."

Allison Beer, president of RN Network, a division of CHG, says Weinholtz is a very creative person. When the company held its "Rock Your Body Fitness Challenge," rather than sending out an email announcing the winners Weinholtz put together a video in which he shared the news while skateboarding in front of the office, she explains.

"He is so incredibly passionate about performance and personal accountability," says Beer. "He is definitely a complicated guy in that he is adamant about being a performance culture and delivering results, regardless of economic conditions. He has this serious side that's about accountability and driving results and another side that's light-hearted and creative. He's not afraid to be both of these people."

Don DeCamp, chief people officer for CHG, says that when he first met Weinholtz 15 years ago he immediately knew that Weinholtz was someone he wanted to work with. "You could just see so much depth of vision," he says. "Michael is truly a visionary."

DeCamp adds that Weinholtz is "a very people-oriented person. He understands the value of people, the value people bring to an organization. It's all about the people. He's not presumptuous. He's not egotistical. He's so far from that. It's not even close. He knows that if you have great people, you have a great company. ... He has the ability to bring out the best in people. That's what you look for in a CEO. He's a great guy to work with. I can't think of anyone else I'd like to work with than him."



10.
Amar Panchal

Risky Business with Fair Play

Amar Panchal is truly living the American Dream. Thirteen years ago, he came to the United States from his native India with only \$50 in his pocket and a dream of building a better future. Today, he's running Akraya, a multimillion-dollar information technology staffing company with clients like eBay, Facebook, Cisco and Paypal.

Panchal had worked for seven years as a software engineer when the dot.com crash of 2001 hit. He had two choices. He could either take a new role within the company for which he was working or start his own. And he chose the latter.

People thought he was crazy to start an IT company at the same time the tech bubble burst, but he decided to go ahead and do it anyway. And his decision paid off as Akraya, founded in 2002, has been successful and is expected to only continue to thrive and grow in the future.

Last year, Akraya generated \$28 million in revenue, and Panchal has set the very ambitious goal of growing the company to \$100 million in revenue over the next five years. Panchal founded Akraya entirely out of his own pocket, without any venture capital funding.

Tanya Taneja, director of operations for Akraya, who has worked with Panchal for more than six years, notes that, "He's a very fun person to work with. You can learn a lot from him. He's a very good listener. He's always open to ideas. The way he runs this organization and the way he treats his employees, it's a good place to work."

Taneja describes Panchal as a very competitive person but notes that he always wants to level the playing field. "He wants to win," she says. "[But] when

you meet him, you won't feel like that. He wants to win but not by putting down others. He wants to win it fair. That is what has taken him so far. He gives credit where credit is due."

Says Taneja: "He's an inspiration for a lot of us. He comes across as so ordinary, so day-to-day. You feel that if he can do it, anyone can. He doesn't lose his cool. I have never ever seen him get angry. He always has a balanced approach to things. ... He makes you feel heard. People around him feel very positively energized. He's compassionate and he's fun."

Joanne Long, a long-term Akraya client who has known Panchal since 1997 says, "He is very professional. Very honorable. I have worked with him because he gets me the best talent at the lowest price. He is a straight shooter. I appreciate that. He has a very soothing, pleasant voice."

Joe Cassell, who worked at Akraya from 2004 to 2006, says he attributes the company's success to Panchal's hard work and dedication, the way he treats his staff and the work environment. "The work environment is just fantastic. It's not all work and no play. That is why his staff is growing and growing."

Cassell says Panchal is the only former boss he has stayed in touch with. "If you look at the quality of clients [Akraya has], that says a lot about him," Cassell says.

Panchal's interest in technology started early in life. His first computer gig was in eighth grade. He used a Sinclair Spectrum to create titles for wedding videos. By his junior year, he had registered his first company to develop software for a credit union. The credit union still uses some of the programs he wrote in the late 1980s when he was just 16 years old!

Another one of Panchal's interests is sports. His goal is to learn a new sport every year. Two years ago, he learned rollerblading. Last year, it was windsurfing. And the plan for this year? Rock climbing.

His goals for the future include building his dream house and climbing Mount Kilimanjaro. And knowing how big he is on not only setting goals but also attaining them, it seems it's not a matter of *if* these things will happen but *when*. **si**