



COMPASS CAREER MANAGEMENT NAVIGATOR

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CURRENT EMPLOYERS' CONCERNS

Time is ticking, and 2015 is quickly passing us by. What have you done to improve your organization? How many of your executives are planning to retire by the end of the year or by end of 2016? Have you trained younger professionals to be the leaders in the immediate future? How many of your workforce are close to retirement?

Employers, planning on the development of your future workforce should be a priority. It is also what employees are all requesting of their employers. Therefore, if you are not providing training, other employers will, and they will be glad to take your employees off your hands.

What else are you doing to retain your good employees? There are lots of good ideas for this.

Another issue is recruiting good employees. How efficient is your **"Hiring Process"**? How do you target and locate appropriate employees? Has your HR Department sought new ideas and approaches to locating good matches for your open positions?

Companies need to devise creative and effective approaches to locate candidates with the potential capabilities of learning the skills needed to step up and develop into higher level prospects. Identifying those competencies can be done with appropriate tools and resources.

The point of all this comes to investing in your future workforce. There is no more time to waste as the future is upon us.

BE AWARE OF NEW GUIDELINES FOR CONSULTANTS AND VOLUNTEERS

The government has been aware for some time now that when companies use consultants and volunteers, the government doesn't receive taxes for this alternative workforce. So as you can imagine, the government is cracking down on this alternative workers.

If you are telling your consultants what to do, how to do it, and when to do anything, those are indicators that these people are actually "employees". If you/employer are insisting on training and the use of their materials, etc., this is another indicator that the person is "an employee". There are other guidelines that the government and the IRS have noted, and they will be paying close attention to what employers are doing. For sure, the government wants their tax money, and they will smack the hands of any employer trying to side step around them.

Check with your business attorneys or the IRS website, etc. to learn of all indicators that they will be watching. Be alert and make sure you are following the government's guidelines.

Companies may have been aware of the consultant's guidelines, but now the government is fully aware that many large organizations are using volunteers like employees, requiring uniforms, work schedules, and even specific training required of volunteers.

Take this matter very seriously as there are substantial fines for breaking these rules.

ARE YOUR BUSINESS LEADERS USING “GOOD BUSINESS ETHICS”?

More young professionals are expressing concern about “business ethics”. Many say that they have seen their own business executives exhibiting very poor business ethics. Which makes them wonder what they should do when they see this?

Most are aware that “whistle blowers” have been known to lose their jobs when “blowing their whistles”. The thought of losing their jobs discourages them from being forthright about what they see and hear. Can they afford to lose their jobs “on principle”? How many senior executives have taken a stand on business ethics? Who are some really honest executives who still exist?

At what point does a person speak up? What are guidelines on handling such a situation? What is a person’s legal stand on this? Is anyone protected if they speak up?

As much as we all would like to think that “doing the right thing” would be something to be praised and encouraged, most are not sure if that is true.

I was raised to “always do the right thing as it is a reflection on our family’s name” – a stamp of honor, so to speak. Do other parents teach such morals?

Some younger professionals have expressed an interest in a “Business Ethics Forum”, where there could be some senior professionals present for comments, insight, or suggestions, while also allowing attendees to discuss and ask questions on such questionable scenarios. If you have an interest in such an event, email info@compasscareer.com to let us know.

THE EXISTING LAPSE OF COMMUNICATION?

It is quite obvious in most places throughout the Charlotte Metro that our community has become more and more diverse. For the most part there are five or six generations, multiple nationalities, races, languages, religions, cultures, as well as the sex factor. With all of

these variations among our citizens, it is no surprise that there has become a substantial communication gap in the workforce.

In addition to verbal miscommunication, many people do not pay attention or realize the impact of body language, plus slang and idioms used by different people. Two people can be of the same race or nationality, and yet one can overlook body language used by the other, thus not understanding why the first is upset.

Communication is a huge factor in relationships, as well as in the workplace. How many times has one person said they were hurt due to the other person’s reaction or lack of reaction to their comments or facial expressions? This happens daily everywhere. We all don’t say what we are thinking, but we may use a frown or roll our eyes to convey our disagreement.

Some may use touching to convey their thoughts or expression. Whether it be a hug or a slap – a message is being expressed.

Because of our very diverse population it can be a major help to provide an “Effective Communication Workshop” to help all become more sensitive and aware of how we each communicate. Doing that can help us understand each other and be more productive.

ARE YOU PREPARED FOR CHANGE?

Unless you have been sleeping for the past three decades, you are surely aware of how changes in business are normal and ongoing.

Technology is merely one industry, who is constantly changing. And it is CONSTANT!!!

Medicine, the Energy Sector, Financial Industry, Transportation, Building & Construction, etc. – most industries are experiencing changes that affect others on a regular basis. Education and Laws cannot keep up with the changes and transitions of other industries.

It is important that we remain calm through the different changes that occur, as it would help us manage through this emotional upheaval.

ARE YOU PREPARED FOR CHANGE? **(Cont.)**

Transitions have a way of throwing people off track or off balance, making it hard for them to think clearly or strategically.

Providing a “**Managing Change Workshop**” for an organization’s leaders can help them be better prepared for “the unexpected” and give them some tips on how to help keep others calm and focused, which will allow their subordinates to follow their lead and distract them from the changing events.

This workshop has proven to be most effective for those managers and supervisors in order to get others to follow and focus on them.

Changes will happen. You can count on it!!!
So help your “leaders and supervisors” to have the tools and resources to keep the organization in line and moving forward.

CHALLENGES CONNECTED TO CONTINUED GROWTH

The Charlotte Metro has been growing for decades and will continue to do so. As more people move here, and companies choose the Charlotte Metro for their corporate homes, the commercial realtors, construction industry and property management firms will be busy helping all to “find their places” in the Metro.

Having moved to Charlotte in 1980, I can attest to the continued flow of newcomers to our fair community. I used to think that soon the flow of newcomers would slow down or stop, but now I doubt that.

With growth we experience some good and bad events. Violence in our communities have seen an increase, though the police and communities do their best to manage this and keep some under control.

It is hard to say what causes the increase in violence. When you look around our lovely Carolinas, you see the beautiful flowering trees, bushes, and greenery. We have an abundance of precious birds, butterflies, and small creatures. Of course, we have our gorgeous

“Carolina Blue Skies”. If those who are filled with such anger would only look around, they should see the blessings we have.

There are no easy answers to the issue of violence, but we all do need to be vigilant and encourage positive thinking among those around us. If you see someone who is dealing with angry feelings, there are associations and groups who can provide some support and assistance. Don’t wait until the person is acting out his/her anger, but when the negative feelings are beginning to show, look to possible resources: churches, school counselors, EAP, Salvation Army, Crisis Assistance, Red Cross, Goodwill, etc. We can each take part in being a “connector to positive influences/resources”.

HOW CAN BUSINESSES INFLUENCE HIGH SCHOOL GRADUATES TO CONSIDER A SPECIFIC CAREER GOAL?

When asking people how much thought was given to the career they chose for themselves, most admit that VERY little thought was given. Most did not receive professional guidance on their career path. That was true for our parents, our current adults, as well as our latest high school graduates. What a shame!

However, when talking with many different industries, there seems to be many who are in desperate need for specific skilled employees. What are they doing about it? Just the normal job postings and recruiting.

Though it seems a slow approach, it would seem to be extremely wise to talk to current Juniors and Seniors in high school, as well as Freshmen and Sophomores in colleges, relaying the specific employee needs and to share what those jobs involve, etc. Maybe even allowing these students to visit and tour their company facilities.

Obviously, it is wise to permit these students to see first-hand what the work involves in order to determine if the work would be a good fit for them. Many companies recruit at colleges, but why not catch the many students, who are still uncertain about their career paths? Then they can still take the needed classes and fill the needs of companies.

WHAT IS YOUR COMPANY DOING TO CONTRIBUTE TO THE COMMUNITY?

Charlotte is becoming better known as an “Energy Hub”, as more energy-related companies make their home in the Charlotte Metro. Even Aldis has become “the second national retailer to commit to rooftop solar in North Carolina, proposing to spend \$3.8M to install projects on 10 locations in the state by December.” (According to the Charlotte Business Journal’s August 14, 2015 edition.)

Evidently, our nation is encouraging states to achieve “carbon-reduction goals for power plants, though some businesses are taking steps of their own to contribute their support to a cleaner state and nation.

It seems that the Carolinas are among the states that need to make a larger effort in their reduction in the percentages of carbon cuts.

No doubt there are many things we can each do to help make a “cleaner America”. If your company does produce and emit dirt and bad elements into our environment, you would be helping your own family and relatives by encouraging cleaner processes for your facilities.

REVIEWING CHARLOTTE’S TRANSPORTATION NEEDS

Since moving to Charlotte in 1980, though a much bigger city than Roanoke, where I had left, or West Virginia, where I grew up, I noticed right away that there wasn’t a bus system in the different communities to help those without a car.

Even later when I got into my own business and was active in the Charlotte Chamber, I heard many others, who had moved here, expressing their disappointment that there wasn’t a bus, trolley, or train system. This was 1994, which was 14 years later.

It is amazing that a city of Charlotte’s size and with the amount of taxes that are collected, that it is taking so very long to budget for better roads and transportation. The fact is that Charlotte is always retroactive or at least a

decade or two past when the need was recognized. Clearly, Charlotte needs to be much more proactive.

When Allen Tate was head of the Charlotte Chamber, many years ago, I recall he said the same thing. Our community’s process is definitely broken, but what can be done to fix it?

How can we make Charlotte more efficient? Why must there be so much red tape and rhetoric keeping tasks from being done? With all the intelligent people who work for our Charlotte-Mecklenburg organization, surely there is someone who can say “time out” – we need to stop and resolve all delays and wasted time in order to make our community more efficient.

We have a lovely city and so many good qualities and businesses, restaurants, activities, etc. There are 3 or 4 issues that hurt our image: 1) Our road systems, stop lights, road construction all make driving very stressful. 1a) We need to find a way to use our road construction crews more efficiently. 2) I have spotted several reckless drivers, not ones who may run a light, but who **FLY** on our roads! 3) Beggars/Pan Handlers at intersections need to be directed to “help centers”.

ENCOURAGE SUPPORT OF GIRL SCOUTS

As a past Brownie and Girl Scout, I know what great lessons I learned through this program, and I encourage all women and fathers to take time to provide financial support and/or volunteering efforts. The **Girl Scouts** provide a great foundation for our young women. Churches could also help with meeting places.

FOR YOUR INFORMATION

All employers have some issues or concerns in their workplaces? Whether you have ten employees or hundreds, Compass Career could be a resources in resolving these. *Compass Career Management is your Strategic HR Partner* in order to strengthen your organization and have a successful future. The “**Navigator**” is provided by Compass Career Management Solutions – OI Global Partners. Robyn A. Crigger, CEO;
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