



**Summer Picnic**



**Summer Sailboating**

**COMPASS CAREER NAVIGATOR  
August 2018**

**THE IMPORTANCE OF TRAINING RANKS  
EXTREMELY HIGH BY EMPLOYEES IN  
REGARDS TO EMPLOYEE ENGAGEMENT**

If Employers would do their research, they would realize that Employees value “training” as one of the most important forms of support that employers can provide to them. Of course, employees value good, clear communication, a safe and pleasant work environment, basic benefits, and reasonable salaries, but “training” is a credible investment into their future.

You would think for those managers, who have worked their way up the ranks, that they would remember how training benefitted employees. Unfortunately, such valuable factors may have been forgotten or those managers have been persuaded by the executives that such expenses may take away from their bonuses, etc. Whatever the reasons for not providing training is a **BIG MISTAKE**.

There are lots of great training venues that can, not only benefit the employees, but boost the company’s production and success.

Employers can talk with a professional employee development firm about what training would be most beneficial to their employees, as well as what programs would strengthen weak areas of the business. Examples of some effective training include Management/Supervisory Training, Team Building, Effective Communication Training,

Customer Service Training, Leadership Training, etc. Employers and their Executive Team should examine what areas need to be improved and select appropriate training. Such gestures will be highly valued by their workforce, which will result in stronger loyalty.

A company can use an **Employee Survey** to determine those issues or skills that rank high with employees. Just be sure to respond with following the requests when using this process. Those employers who ask such questions and do “nothing” could lose more employees. A Survey is very effective as long as employers respond in a supportive way to their feedback. Visit:

[www.compasscareer.com/training](http://www.compasscareer.com/training)

**HOW MANY OF YOUR EMPLOYEES ARE  
ELIGIBLE FOR RETIREMENT?**

More employees are becoming eligible to retire, and yet many are choosing to continue to work. Do you know why?

Many believe it is due to a concern for not having enough money to retire, and that could be one factor. When a person retires, their finances and earnings (Social Security, etc.) should be stable though not increasing. While so many expenses continue to increase, i.e. gasoline, electricity, taxes, rent, etc., their income doesn’t. With this fact, it is certainly understandable why so many continue to work.

## **HOW MANY OF YOUR EMPLOYEES ARE ELIGIBLE FOR RETIREMENT?** (Continued)

Still, another issue, that has not received as much mentioning, is that for years workers have made many friendships at their work places. In fact, when you think of it, that is where we spend most of our waking hours.

Many of us may not even know our neighbors or have time to make friends elsewhere. With this in mind, people begin to wonder who will they spend time with once they retire?

Our retirement population has shared this concern, saying that many believe that they will be neglected or forgotten once they retire.

For those living in a Retirement Community, they have immediate opportunities to have others their ages as friends, neighbors, and companions. Some communities also have activities for senior citizens, but if living alone, they may not have access to socialization or transportation, etc.

In addition to these factors, quite a few people, who retire, find themselves facing health issues. Perhaps they do not stay as active, or their finances leaves them unable to afford to eat healthy.

With all these concerns for our mature workforce, how can an employer provide informative data and resources, that can benefit those employees?

**Compass Career Management Solutions** can provide *Educational Retirement Workshops/Programs* to inform your mature workforces on ideas, suggestions, resources, etc., which will benefit those employees.

We can also offer a *Retirement Resources Fair*, setting up many booths, tables with practical and useful information, which will give your employees ideas to help them to choose ways to plan for their own retirement.

The *Educational Retirement Workshops* will include a variety of resources and contacts (many are free) for additional data.

## **HAVE YOU EXPERIENCED ANY BULLYING OR HARASSMENT IN YOUR WORKPLACE? IF SO, WHAT ARE YOU DOING ABOUT IT?**

Bullying and harassment is not just happening in the media or involving celebrities. This travesty has been an on-going problem for decades and longer. Some may have thought this has been resolved with “women’s lib” or other group efforts, but unfortunately, this is still happening.

In the latter 1960’s when the saying “make love, not war” was common, I can see that this may have sent an incorrect message to some. Keep in mind this was also the “mini-skirt” period. In one job I had, a professional tried to take “liberties” when I was alone with him in an elevator. I quickly made it clear for this man to stop and got out of the elevator as soon as the doors opened.

Interesting that these events still happen. There are some who believe that this results from “miscommunication”. Maybe – or maybe not. There have been some comments about how many young women dress in a way which entices a man to go too far, but if a woman says “NO!”, that should end the man’s advances. Unfortunately, not always.

Giving the possibility of any “miscommunication”, one way to clarify such behavior, as well as other negative behavior, is to hire **Compass Career Management Solutions** to provide an *“Appropriate or Acceptable Workplace Behavior Workshop”*.

This program allows employees an opportunity to ask questions and determine how to handle some situations. This workshop also helps to encourage “open communication and share any concerns”. By talking through some possible scenarios, it

**HAVE YOU EXPERIENCED ANY BULLYING OR HARASSMENT IN YOUR WORKPLACE? IF SO, WHAT ARE YOU DOING ABOUT IT?** (Continued)

allows employees to clarify boundaries and understand how there are other perspectives we may not have considered or how to address such issues.

**WHAT IS THE ECONOMIC STATUS OF COMPANIES AS OF THE MID-2018'S**

The economy in our United States in 2018 has been better. Even the unemployment is down. Though quite a few companies are restructuring or re-organizing, releasing employees is the process companies are using as they decide how to become more efficient and successful. With many companies making better money, they are using this time to re-evaluate how to manage themselves more effectively. But why do they choose to reduce employment when they seem to be profitable?

A definitive answer to this question has yet to be found, though many well-known companies are choosing to restructure affecting MANY employees. Just a few of the companies include: Kimberly-Clark (5000 jobs), Conagra (6500 jobs), BP (thousands of jobs), GM (6,000 jobs), Colgate-Palmolive (4400 jobs), AT&T (40,000 jobs), etc.

At this rate, this trend of companies and their employees will only multiply.

Some data from the economic development source infer that the companies are trying to prepare or avoid another recession, though that is not what most will admit out loud. What other choices do companies have to better their positions in the world market?

Though mentioned earlier, it would be an interesting comparison to see if strategic training of your workforces might have improved your company's status without

releasing employees. There are never any guarantees, but on the other hand if your company would carefully select specific development programs that could strengthen your workers' skills as well as your bottom line, wouldn't that be a good thing? There are obviously times when a company has no choice but to downsize. However, if you have a choice, why not give training a try?

**DO YOU KNOW OF A CREDIBLE RESOURCE THAT HAS BEEN A BIG HELP TO YOUR COMPANY?**

I like to spotlight or promote "good, dependable business resources or vendors". Who have you used as a business vendor, who has done a great job and/or been very dependable? If you have someone who you would like to recognize, please send me the company name, contact name, phone and email, and I will be glad to interview for the September "Navigator". I need this data BY August 10<sup>th</sup>.

**DO YOU HAVE CONFIDENCE IN YOUR BUSINESS LEADERS?**

In recent years more young professionals have shared concerns about the lack of trust in their Business Leaders. These leaders make decisions, select plans, and choose people, etc., which the young professionals doubt were appropriate or per protocol.

The Business Leaders may have been poorly or inadequately trained for leadership. In addition, prospective Leaders should have a substantial amount of experience managing others, as well as having LOTS of "decision making" experience.

Making decisions may seem routine or easy to handle, but when your decisions affect the lives your employees (and indirectly their families), as well as impact the company for whom you work, the pressure can be overwhelming. Many do NOT want to be the one making decisions about others.

## **DO YOU HAVE CONFIDENCE IN YOUR BUSINESS LEADERS?** (Continued)

I have heard some leaders say that they were given a “leadership position” because they have demonstrated being very responsible or always “on time” for work, etc. Furthermore, too many “leaders” admit to receiving NO TRAINING!!! That is a BIG risk when you consider the many ramifications of making one BAD decision. For those leaders, they need to realize that their choices or responses could cost the “life of the business” or of other peoples’ lives. The owner or employer had better be sure to have LOTS of insurance. Lack of Leadership Training is very irresponsible of employers.

**Compass Career Management Solutions** has a “**Phased Leadership Training**” program, which is practical, reasonably priced, and was designed to be flexible as all employees seldom have the exact same leadership knowledge and experience. This custom-designed Leadership program allows the employer to bring those employees with good Leadership characteristics, matching the different levels of leadership knowledge and experience. Once in our program, employees can gradually move up the ladder of Leadership Training, striving to reach their particular level or goal, always improving their skills and expertise.

Contact *Compass Career Management* today to discuss enrolling your employees. Each class requires a minimum of 10 people and a max of 20. Call today: **704-849-2500!**

## **NAVIGATOR’S OBSERVATIONS**

For those who have relocated to the Queen City (Charlotte, NC), it is always interesting to know what drew them here. If coming from colder climates, most are thrilled to get away from the extreme cold, snow, and ice. Though no place is perfect, Charlotte is an attractive city with lovely trees, bushes, and flowers. Having a place with distinctive

seasons has been the draw for some, though, we have our “drawbacks”, i.e. heavy traffic, inconsiderate drivers, intense summer heat & humidity, bussing to schools, etc.

Over a few decades, Charlotte has become a destination for many to call “home”. Today the Charlotte Chamber says we receive 50 - 60 people moving here EACH DAY!!! With those kind of numbers, housing has become a premium with less “affordable housing”.

*More people are finding themselves homeless as housing costs increase.* Many senior citizens & those with below minimum salaries + the unemployed, are struggling to have a roof over their heads. As these problems grow, the NEED for solutions intensifies! There are many homeless in other countries, but this is a problem in Charlotte, NC.

Though the government promotes the low unemployment, there are MANY who have fallen between our political cracks. There are numerous people who’ve been unemployed for months and some for more than a year. What can be done?

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**Compass Career Management Solutions** is a human-resources consulting firm, whose *focus* is assisting companies/individuals find solutions addressing “transitions”. We have devoted ourselves to be a resource to others with career and business transitions. Our services encourage proactive efforts to address the issues: Employee Surveys, Leadership Training, Team Building, Strategic Planning, Outplacement, Performance Mgmt., Supervisor/Mgmt Training, Forums on Educational Retirement Preparation, etc.

We also provide a once a month HR Job Support Roundtable. To register, go to <https://www.compasscareer.com/job-support-groups/>

This newsletter is published by Robyn Crigger of **Compass Career Management Solutions.** [www.compasscareer.com](http://www.compasscareer.com)