



COMPASS CAREER NAVIGATOR December 2018

WHAT MIGHT CHANGE IN THE FUTURE

What will you do differently in 2019 than you did in 2018? How will 2019 make a difference for you and your organization? The past two years have been fairly better than previous years have been. Many businesses have experienced more growth and increased their earnings. However, there are some who believe that we could be due to experience some less productive business in the near future.

Many will be watching the stock market for what develops over the next few months. With this in mind, some companies are taking steps to tighten their belts in case stocks and finances begin to decline. There is no way of knowing at this time how business will fair in the coming months. Still, any wise business leader will probably look for ways to “play it safe”. One way of doing that is reducing the workforce. It is not uncommon for such measures to be taken, especially as a year comes to an end. In addition, companies will seek other areas that have expenses which can be reduced.

Some businesses, which have been doing fairly well, are being purchased by investment firms, who look for ways to reduce the overhead and avoid duplications of positions.

Though it may be wise to take some of these measures, it is just as important to find ways to create new opportunities or develop new programs, products, services, etc. that will address other concerns or improve issues. It doesn't usually take looking far to uncover

areas that have been ignored or overlooked. It could be as simple as *discussing with employees what efforts might strengthen or improve the business that leads to productive results*. For instance, Customers are ones who often note issues that might result in a savings or in attracting new customers.

Too often unexpected events develop that harm a business, yet if discovered early enough, easy resolutions could be identified.

For instance, more long-time executives have postponed retiring to earn a little more. Many companies should be able to estimate which employees are due to retire in the near future. Since more employees have chosen to postpone that decision, it would be natural to assume that most are following suite.

Interestingly, in the past year or two, more executives and business leaders have decided to exit with very little notice. This would be an example of an event that could cause a company to find itself scrambling to locate key decision makers, leaving the organization with a shaky foundation.

All companies need strong, confident, experienced and well-trained executives to keep a business strategically focused and moving forward. Therefore, in order to assure that a company stays strong, employers must keep alert to the status of their top leadership. The Human Resources Executive should be keeping the employer informed of any possible leadership needs. All Employers would be wise to work closely with their HR Executives re: a Succession Plan.

WHY CHARLOTTE DRAWS PEOPLE HERE

Unemployment is said to be at an all-time low. However, there are lots of people coming to Charlotte daily in search of job opportunities. There are multiple reports as how many are coming to the Charlotte Metro **daily** – **a)** The Charlotte Observer says that Charlotte added 34,448 people in the last year; **b)** In 2016 The Observer said we had 109 people moving here daily; **c)** The Charlotte Planning Director says we now have approximately 60 persons a day coming to Charlotte; **d)** In 2017 the census said we have 2.46 Million people calling the Charlotte Metro home.

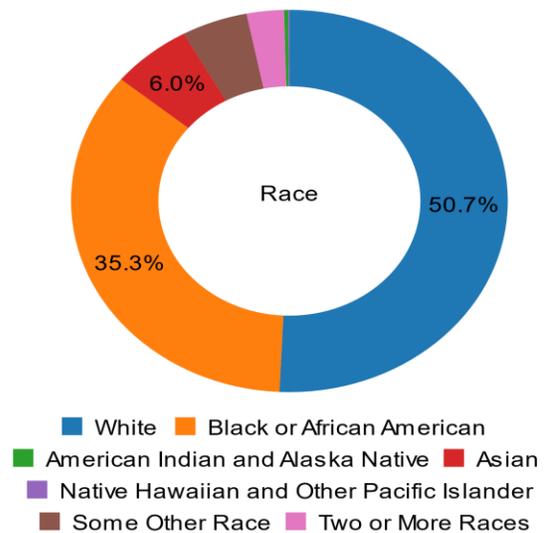
There are even more reasons why people target Charlotte as their destination, making it the largest city in North Carolina (and the second largest in the southeast after Jacksonville, FL). Charlotte is the 17th largest city in the U.S. As for population Charlotte has almost 2.4 Million people, making it the 22nd largest city in the U.S. Charlotte is the 2nd fastest growing city in the country.

With about 40% of its growth in the last ten years, what has drawn people to the Charlotte Metro:

- Quality of life
- More reasonable cost of living
- Milder weather
- Seasonal changes
- Variety of regions fairly close (beaches, mountains, etc.)
- Area's Entrepreneurial Spirit
- More job creations here
- 2nd Best City for College Grads

Charlotte is a major commerce center and the 2nd largest banking center in the country. The Queen City is the home of Bank of America, Carolina Panthers, Charlotte Hornets, Two NASCAR Sprint Cup Races, the East Coast Operations for Wells Fargo, the NASCAR Hall of Fame, and the Charlotte Douglas International Airport, which is the 23rd busiest airport.

Other perspectives of Charlotte: *DIVERSE PRESENCE*



TYPES OF POSITIONS IN METRO

Health Care and Social Assistance, Retail, Trade Accommodation and Food Services, Manufacturing, Administrative, and Waste Services, Finance and Insurance Professional and Technical Services, Educational Services, Wholesale Trade, Construction, Transportation, and Warehousing, Management of Companies and Enterprises, Public Administration Other Services; Ex. Public Admin, Arts, Entertainment, and Recreation Information, Real Estate, Rental and Leasing, IT, Engineers, Architects, Utilities, Agriculture, Forestry, Fishing & Hunting, and Mining and many more.

MAJOR CORPORATION HEADQUARTERS

Bank of America, Lowe's, Duke Energy, Nucor, Family Dollar Stores, Sonic Automotive, Sealed Air, Domtar, American Tire Distributors, Resolute Forest Products, Belk, CommScope, Carlisle, Babcock & Wilcox, MSC, and Curtiss-Wright.

EDUCATIONAL PERSPECTIVE

The Charlotte-Mecklenburg School district is one of the largest in the country with more than 145,000 students in 161 public schools. Charlotte is also home to 95 private and

WHY CHARLOTTE DRAWS PEOPLE HERE

(Continued)

EDUCATIONAL PERSPECTIVE (Cont.)

charter schools and 35 higher learning institutions. In addition to traditional public and private schools, there are a number of magnet, STEM and International Baccalaureate programs offered at schools throughout the county. More than 175,000 students are enrolled in Charlotte area colleges and universities.

With all of this information about Charlotte, surely you can see how people not only across the United States but in other countries see Charlotte as a “land of opportunity”. This attraction of so many talented and interested individuals adds to the competition in our Job Market.

Therefore, though our unemployment may seem low, with 60 +/- coming into our area daily, 100 or 200 or more jobs could be filled quickly. More companies are coming to our area, too. However, if a job candidate hasn't kept up his skills or if he/she lacks skills, others will quickly snatch up any job opportunities available. Employers here are seeking sharp, well qualified and experienced candidates.

For those coming to Charlotte, it would be wise to be well organized, informed about the area, articulate and poised for a thorough job interview and screening. On the other hand, Employers need to remember to be selective in finding those who are best qualified and who know exactly what they want to do and how they can benefit the employer.

Welcome to Charlotte!!!

HOW CONDUCTIVE IS YOUR WORK ENVIRONMENT FOR MOTIVATING EMPLOYEES?

If you were to describe the most productive work environment for yourself, what would it look like? Are you one who enjoys lots of interaction between associates and lots of

stimulants? Or would you prefer a quieter setting, where your workspace would be enclosed, like a more traditional office? Does it help you to have glass walls and doors in order to feel still connected to your fellow associates, or do you need more concentration with regular walls, but maybe a window to the outside? You might find a small fountain or an aquarium relaxing or even producing more creatively.

Everyone is different in the way our minds and creativity work. Some like noise like loud music or chatter, while others find that too distracting. When selecting a new job, it is extremely wise to find out what kind of work environment they have. Of course, you want to be able to do your best for a company. With so much to consider, the company and its purpose or industry may be appealing, but what kind of work environment do they have?

The same is for the employer. He/she may find you a pleasant and talented person, but if your needs and their atmosphere clash, both of you need to move onto something else. Even for an organization who typically uses all glass throughout their workplace may find that there ARE times when privacy is needed. This is really important.

There is one other point to mention on this topic of “work environment”. More employees are relaying to me the interest in either “flexible work hours” or “working from home”.

This is not a new topic, by any means, and yet I am somewhat surprised that some employers still refuse to agree to this. A business attorney might be able to point out some negative repercussions, but if a qualified, experienced, and competent employee is able to get all the work done by either working from home, OR setting up a personal schedule to meet needed childcare or other circumstances, WHY NOT?

HAVE YOU EXPERIENCED OR SEEN “POOR WORKPLACE BEHAVIOR” IN YOUR WORKPLACE? (WHAT WOULD YOU DO?)

If you are a manager, chances are, you may not have experienced this yourself – in fact, many

POOR WORKPLACE BEHAVIOR (Cont.)

times it is the manager who either causes the poor behavior or ignores others who are inflicting this on others. It is a terrible situation for someone who HAS to work and yet has a superior badgering, insulting, demeaning, etc. their subordinates.

If you have seen this happen to a co-worker, you could be as bad by not reporting it to higher authorities. This cycle has to stop somewhere, but it takes a strong, honest individual (or two) to address this. Not all people should be supervisors or managers". If you have such an individual in your organization, it is time to address this matter. Do you want to wait and see someone commit suicide before anything is said? When good people are badgered enough, bad things can happen to them. Some might start drinking or taking drugs to escape the ongoing mistreatment.

Some harassment can be due to misunderstandings, but other times it is due to a very cold-hearted individual, and THAT person needs to be removed from a leadership role. It is flat-out WRONG.

One subtle but effective tool in uncovering such situations is using **Employee Surveys**. It allows you to gain some insight into the employees' minds. CLEARLY, employers need to understand what is on the minds of their workforces, and an EMPLOYEE SURVEY can allow those employees to share honest feedback without feeling singled out or be criticized for comments. The Employee Surveys of today are less invasive, more private, and assists management to be aware of concerns of the workforce. The key to its success is for the Employers to **"act on the information, looking for ways to resolve those major issues"**.

A company can use an **Employee Survey** to determine those problems that rank high with employees, but NOT to stop there. **Be sure to respond to those concerns that employees have shared with you.** *Review these matters with your business leaders and*

*clearly relay that "HOW the company responds is a matter of **TRUST!**"*

Compass Career Management Solutions can assist with this effort, and be an impartial facilitator to help determine the real concern. Give this serious consideration and help your workforce to have a healthy work culture.

Visit: www.compasscareer.com/training

HOLIDAYS: PEACEFUL OR STRESSFUL?

The winter holidays have been times of festive and positive attitudes, a generous nature, and good wishes for all. However, there have also been many dealing with despair due to extreme financial stress. Some hit with job loss; others with devastating illnesses, etc. So many experiencing homelessness or lack of warm clothes or even a shortage of food.

As much as this time of year celebrates our many blessing, all should remember those much less fortunate. Anyone can be a source of relief and comfort, providing blessings to those in great need. Providing food, funds, clothing, blankets are encouraged, but another form of support is prayer. Doing this often reminds ourselves that we all have many blessings. *Wishing You Peace!*

Compass Career Management Solutions is a *human-resources consulting firm with a priority for high integrity*, focused on addressing a variety of transitions, being of support to both employers and employees.

Our services include proactive efforts re: Employee Surveys, Leadership Training, Outplacement, Supervisor/Mgmt Training, Workplace Behavior, etc.

Register for our once a month HR Job Support Roundtable:

<https://www.compasscareer.com/job-support-groups/> www.compasscareer.com

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