



First Signs of Spring



Spring Deer

**COMPASS CAREER NAVIGATOR
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GETTING TO KNOW NORTH CAROLINA

Winters are usually relatively light in nature, especially compared to the northeastern and midwestern states. However, those who have always lived in the Charlotte area are spoiled to our very mild winters. By the latter part of February our Bradford Pear trees, Red Buds, and Cherry trees are in bloom, as are our Daffodils, Forsythia, and other flowering exhibits of nature's art.

During the majority of our winters we will have a short, frigid winter blast that comes in the latter half of February, which zaps all the lovely blossoms, and keeps us from having our full array of blooms for spring.

The Carolinas happen to sit in an area of our nation that is on the border between the north and south regions. The mountains act like a barricade, often keeping the extreme weather from entering portions of the Carolinas.

When living in Roanoke, Virginia, we experienced MUCH MORE snow than areas on the southern side of the mountains in North Carolina, and yet there is only a 3.5-hour drive between Roanoke and Charlotte.

Though the eastern side of North Carolina is made up of the coast, touching the Atlantic Ocean, the distance from the ocean and Charlotte, NC is about a 3.5 hour drive. Some will call and ask if Charlotte is affected by hurricanes coming from the Atlantic, but usually that is NOT the case, unless some strong wind or rain pushes through.

INDUSTRIES DRAWN TO CAROLINAS

The Carolinas (North and South) have some very strong industries in their areas, though some of these have become stronger over the last few years. Some of the bigger growing industries include: Aerospace & Defense; Agriculture; Automotive, Truck & Heavy Machinery; Biotechnology & Pharmaceuticals; Business & Financial Services; Chemicals & Cleaning Products; Electrical Equipment; Energy; Logistical firms; Paper/Pulp/Paper Products; Textiles; Tobacco Products, etc.

More products, inventions, and types of companies are being created each year. Though the Charlotte Metro is definitely dramatically growing each year, the surrounding counties are also being affected. The previous two years Union County, which borders Mecklenburg County, was said to be the fastest growing county in the U.S.

For those people considering a move to the Carolinas, just be aware that with growing areas, often the growth can experience a shortage or weakness in their infra-structure. Still, North Carolina works hard to develop a strong, supportive foundation for its districts.

Like any move, a business with an interest in moving or establishing a presence in the Carolinas, should research those areas and be sure that the primary services which your employees' families' need, will be met. Ask Officials if there are serious voids in services.

PREPARING FOR A RESIDENTIAL MOVE

When was the last time you moved? On average, American homeowners now move every nine years, according to 2017 data provided by the National Association of Realtors®. Nine years (or longer) can be a long time to accumulate “stuff!” What happens when it is then time to move all that stuff?! This is where a professional moving company can step in to help make your transition to your next home as seamless as possible.

Below you’ll find a few tips to assist when the time comes for you or a loved one to make a move:

- 1) Plan ahead of time. Ideally, you’ll want to schedule surveys six to eight weeks in advance of the moving date. A survey occurs when an estimator from the moving company comes to your home to record an inventory of all items that will be moved. The estimator then uses this inventory list to provide you with an estimate of what it will cost to move with their company.
- 2) Obtain estimates from multiple moving companies.
- 3) If you have flexibility with timeframe for your move, avoid moving during the Summer or at the end of the month, as demand is higher over these periods.
- 4) Ask your moving representative about their company’s training and hiring practices.
- 5) Plan to move any items of sentimental value with you in your personal vehicle. You should also plan to move any plants, pets, prescription medications, jewelry, important documents, and money with you in your personal vehicle.

Should you have any moving or storage related questions, please contact me directly:

Amanda Saari, Sales Associate
Armstrong Relocation – *“Building Trust;
Reducing Stress; Delivering Reliability Around
the World”*

Agent for United Van Lines
704-942-0426; asaari@goarmstrong.com

ADVICE RE: RELEASING EMPLOYEES

Some employers seldom ever have to release employees, but when this is required, it is so very important to handle this professionally, legally, and humanely. Some companies ask lawyers to arrange/handle this. They can offer credible advice, but it can come across cold and sterile. Those professionals with trained expertise in such sensitive matters are usually Outplacement Firms.

There definitely are certain legal steps and points that should be followed when releasing an employee, but using sensitivity and being tactful are two critical factors to include.

Other points to keep in mind would be:

- The state of mind of the employee
- Emotional events in his/her life
- Recent changes in workplace
- Cultural or religious aspects
- Any financial stress occurring

Any insight and sensitivity the employer might be able to gain could make a big difference in how to handle the situation. The use of such sensitivity can help avoid a volatile outcome.

Though it is wise to have back-up plans in place – in case the employee is experiencing a reaction to drugs or illness, etc., it is NOT wise to start out a release by using aggressive tactics. Usually, the designated employee will be more apt to need tissues (for crying) or a glass of water, than any forceful tools.

When preparing to talk to the designated employee, other important steps include: **a)** meet in a private room, **b)** have a second person (not uniformed security) present as a witness, **c)** remove any sharp objects from the room, **d)** have calls held during your exchange, **e)** have tissues and bottled water available, **f)** use a soft voice and **g)** listen. (Make sure the employee is calm enough to drive home or see if they need a ride home.) An impartial expert is a wise provision.

MANAGING A DIVERSE WORKFORCE

Our country started as a land of “diversity”, as there were people from around the world coming to America to be free from tyranny, criticism, prejudices, etc. And after OVER 200 years later, we continue to learn how to work together with our diverse workforces.

Every nationality, culture, religion, ethnicity, race, etc. has a variety of differences. Some of those differences may be less familiar or unusual than others, but each has a uniqueness that makes us who we are.

With all this in mind, employers are encouraged to remind their employees that we are “all on the same team”. Whether seeing us all as Americans, or part of a workforce, the bottom line is that we should each be respectful of each other.

Compass Career Management Solutions began in 1994 by focusing on companies going through major downsizings, closings, restructurings, etc., but all were caught in a transition. However, Bill Crigger and I also recognized that there are also organizations who dealt with other types of transitions. Therefore, we are here to help your business/workforce manage to bring all those together. Whether your organization is struggling with your many differences, or if we can help to talk through other HR issues, we are here for you. Call us: **704-849-2500**.

PREPARING FOR TRANSITION OF LEADERS

The Baby Boomer generation is in the midst of their Retirement. Several are still holding out to retire – maybe due to fear of financial weakness, but probably due to being into a line of work, which they don’t want to stop doing. Many Baby Boomers chose eventually to get into a line of work or business that addresses a passion or strong interest. In addition, many of this generation has been more interested in their work than any hobby or extra-curricular interest.

Meanwhile many of the businesses, which are owned by a Baby Boomer or whose key leaders are Baby Boomers, have not pushed them to retire. However, now that the Boomers are getting older, more are finally realizing that their employment years need to come to an end. This is why more Executives and Leaders are preparing to exit. Still, the next challenge is for companies to identify and train the future leaders. Putting this off would be the BIGGEST mistake for a business.

Clearly, these mature, seasoned leaders have made a big contribution to the business, but now “new leaders” need to be carefully selected (making sure this role is what they want), and then given in-depth, practical, and comprehensive “Leadership Training”. Selecting strong, intelligent, and capable Leadership candidates is crucial!

Too many Leadership Training Programs are designed with one type of personality and skilled person in mind. Yet, if you look at the many “good leaders” you have met, chances are they were different. Some brash, bold, and aggressive – others who are more soft-spoken, insightful, open-minded – and yet others who are polite but strategic, who takes occasional risks. And there are others. With this in mind, a Successful Leadership Program should include some stable and strategic portions, along with some open and flexible sessions that allow for individuality, as well as other classes that may delve into some new programs, allowing for different approaches and outcome.

Compass Career Management Solutions provides a “**Phased Leadership Program**”, which can also address candidates with different levels of skills and experience. This allows for a candidate to enter the Leadership stage that mirrors that person’s status.

Contact **Compass Career Management** to discuss this program for your next group of Leadership Candidates.

SUPERVISORS/MGRS ROUNDTABLE

Some industries have supervisors or managers who have two-sided roles. They not only have to monitor and manage their subordinates, but they may also need to address the issues and comments of clients or customers. When dealing with two sides of responsibilities, those supervisors or managers can really feel the SQUEEZE!!!

Understandably, clients or customers need to be able to have an advocate to address their problems and concerns, but so do the general workers and subordinates.

With Supervisors and Managers caught in the middle, one of the best venues Compass Career Management Solutions have found is by offering a "Supervisors-Managers Roundtable", which allows this group to meet twice a month usually before regular hours and develop ahead those topics or issues that the group can conceivably discuss in their (agreed to) allotted time. With the designated time frame, conclusions are to be made. IF the problem is beyond their scope of reason, this group chooses a designated "judge" (Company provides choices.) to determine the "suggested resolution".

Though the company's HR should be present for these meetings – and possibly the COO, there should be an impartial Facilitator present, which our firm, Compass Career Management Solutions, has often done. These meetings are typically held twice a month: (i.e. The first and third Thursday, at the client's location or go out for lunch.

These **Supervisors/Managers Roundtables** are very productive and strengthens communication. We'd be glad to help.

WHAT SHOULD EMPLOYERS MAKE HIGH PRIORITIES IN THE WORKPLACE

How often do employers talk with their employees? Chances are "very seldom". This is another area that the younger generation

believes is a necessity. In order for employers to be of more support of their workforces, AND which would benefit a company's bottom line, there should be regular exchanges and not a once a year "performance review", which are stressful and ineffective. Conversations are more effective.

In addition to employers having regular chats with their employees, an **Employee Survey** allows an employer to be aware of concerns, which should be addressed promptly. To learn of important issues & do nothing is purely "IRRESPONSIBLE".

Companies should use an impartial human resources firm to gather confidential feedback from employees, then gather the key, valued concerns from their workforces. Employers will be highly respected for such efforts.

Compass Career Management Solutions can assist with this effort, and be your company's partner and facilitator to help identify any real concerns. Give this serious consideration and help your workforce to have a healthy work culture.
Visit: www.compasscareer.com/training

Compass Career Management Solutions is a *high integrity human-resources consulting firm*, focused on addressing a variety of transitions, supporting employers & employees.

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

www.compasscareer.com

Published by Robyn Crigger, CEO.

