



COMPASS CAREER NAVIGATOR November 2018

WHAT IS HAPPENING IN YOUR FUTURE

Everyone should have plans for their future. Some are more realistic and practical, while others have their “pie in the sky” dreams. If you haven’t put your goals for the future on paper, you should! No goals or dreams can come to reality if you don’t put forth any efforts. A person needs to understand him/herself well and have “a plan”. Perhaps you have a special career goal that you consider very personal. Even then, if you want this to come to fruition and accomplish it, you need an organized plan. What is the feasibility of this career? What will it take for you to accomplish this? Have you done sufficient research on this career goal?

Many people focus more on how thankful they are for attaining a job, that they never develop the plan or take the steps selecting their career goal. Most employees have the potential for much more of a position than where they begin. Although in order to reach such a goal, they need an employer, who will provide adequate training and development to grow and learn, which will allow them to become more valuable to their employers.

Employees should understand how to relay to employers that IF employers provide effective training, the employee will be able to be more productive and skilled, benefitting the company. Truly, strong, professional training is an “investment into a business”.

The sooner employees realize the value of

setting higher career goals, receiving effective job training will actually benefit both employers AND employees.

So the question becomes: “what do you want to have happen in your future?” You are encouraged to take charge of your future. Be assertive and proactive when talking with your employer, Progress and Success is a “two-way street”. By gaining the support of your employer to “invest in you”, you, in turn, will be able to strengthen your employer, bringing about mutual SUCCESS.

DIVERSITY IN CHARLOTTE: A TIME OF ADJUSTMENT

The topic of diversity in the workforce has been encouraged for a long time, but this is now becoming a reality. As businesses gain a more diverse workforce, we need to consider what sensitivities or appropriate training might be supportive? For years/decades many have felt that our workforces needed to be more diverse. Recruiters have even been encouraged to focus on that. Though now we not only see diversity in many locations, we are also recognizing that our workforces need to be informed and trained to be sensitive to differences, i.e. ethnicities, cultures, races, religions, etc. of their diverse workforces.

With each diverse employee there are numerous differences, i.e. beliefs, priorities, different tastes, multiple dislikes, sensitivities, different foods, habits, religions, etc. Therefore, any two people

DIVERSITY IN CHARLOTTE: A TIME OF ADJUSTMENT (Continued)

would probably be totally different from each other. With this in mind, some major differences could cause disputes. If living or working together, it becomes imperative for these two people to get along.

Sooner or later, the differences any two human beings have will find their lives better when focusing on what they have in common, as well as areas that can benefit or complement each other.

When an employer brings together two or more employees, who have different skills or strengths, the employer is bound to see that “together they are a winning team.” No one person knows how to do everything, but combine different skills and knowledge, and it may seem like nothing is impossible.

Employers, who are willing to include a variety of people to their workforces are demonstrating wisdom and being progressive. ***With differences and diversity come new possibilities and ideas.***

LEADERSHIP: THE CONTINUED NEED OF SOLID TRAINING TO SECURE A COMPANY'S FUTURE

This topic may seem like “old news”, and yet wherever I go, employees speak of the lack of “strong, strategic, and confident leaders. When a company selects an individual to be a “company leader”, what do you think would be the criteria for this person?

When you meet someone who is dependable, seems to be polite to the superiors, and willing to do the tasks required -- is that enough of a criteria of a “leader”? From what I hear, whether from young professionals or experienced subordinates, the “leaders today” demonstrate a lack of experience, seem to be unsure of what they are doing, or even have a lack of credible resources. So how are employees to trust these “leaders”?

It would appear that Leaders need better training, and possibly re-evaluated for “leadership skills”. Just because a person is on time for his/her job and does a decent job or acts respectful to the superiors, doesn't mean they are qualified to be a “Leader”.

Are they a good problem solver? Do they know where to go and where to turn when a problem arises? Do they have experience managing people and a project? Have they been given plenty of strong, effective leadership training? Most employees vary greatly in the depth of experience.

Any business needs strong, intelligent leaders. Without them, an organization can be doomed to fail. There are some employers who refuse to accept the importance of practical, responsible training. If they ask “will that training cost much money?”, that is a FLAG!!! Good training is worth every penny! Furthermore, training shouldn't be rushed. Training is the foundation for an effective leader, one who listens and supports the employees in whatever ways possible. A “good leader” LISTENS and possesses wisdom. This provides the basis of “TRUST”.

If your employer shoots down the suggestion of Leadership Training, that is a BIG FLAG!!! Taking shortcuts, like the elimination of training, is definitely A MAJOR MISTAKE. If you have a good business, it won't last without effective training of its employees. This is ESPECIALLY true of “leadership training”. In addition, poor leaders are proven to run off “good employees”. And that costs a company a LOT more money!

(Check out this link for a credible resource: <https://www.compasscareer.com/talent-development/leadership-training/>)

A RESOURCE DURING A CAREER TRANSITION

As competition in the job market continues, Career Transition is recently encouraging and

RESOURCE DURING CAREER TRANSITION

inviting more exploration of options outside the traditional Job Market. How many times have you thought that you'd like to Be Your Own Boss or Control Your Own Destiny? Don't hold yourself back or have regrets about exploring your dream of business ownership because of the F-words: Frustration, Fear, Financial Constraint, Friends or Family. As a coach I help people like you focus on the most important F-words – Financial Freedom. People often don't leap into business ownership because they don't know where to start. Together we will build the framework to define your goals to determine if business ownership or perhaps Franchise ownership is right for you. Be willing to explore, and I will help guide you through this Journey of Discovery.

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

It's hard to believe that "poor workplace behavior" is still happening! How often do your leaders have a "conversation" with your employees? Most employers and managers say seldom, if at all. Most keep exchanges to "Hi, how are you doing?" But that is it! If you were the employee, would you consider that YOU/Employer care about him/her? Though everyone is busy, it has a HUGE impact for Leaders to actually "talk WITH employees."

Surveys may seem impersonal, but 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 appropriate business leaders and clearly relay that "how the company responds is a matter of TRUST!"* Those employers who offer surveys and do "nothing" will definitely lose more good employees. A Survey is effective as long as employers respond supportively to feedback.

A possible follow-up to the survey is to have an impartial HR Professional to gather a Focus Group (a sampling of your employees) after surveys have been gathered and information has been noted. Discuss the survey and the computerized results with the Focus Group. The purpose is to confirm information gathered by the Survey, as well as see if any of the Focus Group (employees) might expand on some of the findings and help to clarify in order to address a particular issue.

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

WHAT ARE YOUR COMPANY'S TOP ISSUES?

When you are talking with your fellow executives or employees, what topics or issues seem to be on the minds of both? Are there complaints about "poor communication throughout the company", are there concerns about the company's future, are there discussions about the nation's economy and how it will affect the businesses and jobs?

YOUR COMPANY'S TOP ISSUES

(Continued)

There are lots of different opinions and questions, for which there is no Crystal Ball. Each company has their perspectives and concerns, though no company has 100% agreement on the TOP issue. Usually there are at least 2-3 major concerns. Lately, more people seem focused on **a)** the economy's future and how it might affect their employers and jobs, **OR b)** what might happen with international trade and our country's strategy in that area. One other topic that keeps coming up is **c)** the increase in the violence showing up in schools and workplaces, etc. People would like to feel "safe".

These three topics all have valid reasons to cause concern. Our country has been blessed with at least 2 years of positive growth and activity, but how long can that last?

As for international trade, that is a BIG question mark. This can have a big impact with several choices for next steps. So we would be wise to watch, listen, and wait, as well as respond cautiously.

Regarding "the increase of violence", with young to middle age children, parents would be wise to down-play violent games and movies. No one likes to see schools become more like prisons, and yet how do you keep the children safe? Our youth should be taught that there are serious consequences to using violence, as well as learning about alternatives to channeling their emotions.

It would be extremely wise for workplaces to provide information on how to recognize potential signs of violence, as well as what to do if it develops.

In addition, it would be helpful to share information about what to do when a co-worker attempts to upset, tease, or taunt you. Everyone should be able to receive respect. Therefore, keep Compass Career Management in mind if your organization

would value training and guidance on "Good Workplace Behavior". Having experts on people and changing behaviors come to meet with employees and have open discussions and exchanges with your workforce to avoid or eliminate such problems. A **Workforce Behavior Workshop** could produce a more healthy and positive workplace.

NAVIGATOR'S OBSERVATIONS

If unemployed in a Job Search today, you are not alone – even though the media boldly promotes "low unemployment". That doesn't change the fact that a Job Search requires a Strategic Plan and Good Organizational skills. Even with low unemployment, the Job Market is very competitive!!!

Though this is a lovely city with many companies and friendly people, no place is perfect. A Job Search candidate has choices on how to attempt a Job Search: **a)** seek a reputable Recruiter or Staffing Firm; **b)** examine the use of credible internet Job Posting Sites; **c)** pay select vendors to manage your Job Search; **d)** consider using the newspapers' classified ads; or **e)** carefully hire "professional career coaches" to teach you how to manage your own Job Search. There are numerous churches who provide Job Search Support Groups, including *Providence United Methodist Church*. Use your time wisely as **Your Job is Now "to Find a Job"**.

Compass Career Management Solutions is a *human-resources consulting firm*, who is hired by companies & individuals to teach how to address "transitions". We are a resource to others with career & business transitions. 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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