



Let the New Year Begin



Compass Career Navigator

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www.compasscareer.com



A Festive Beginning

CURRENT ISSUES

Here we go again! HAPPY NEW YEAR!!!! Are you ready for 2022? What will you do differently this year from what you have done in 2021?

This past year many have run into more health issues, but I have heard that this is happening more as those in our country ages, in addition to COVID. This may be reasonable, as many do not practice healthy living. It is an ongoing and important goal for all.

This is a good practice for all employers to encourage and provide for their employees – offering multiple **Good Health Forums** for employees. These should be informative as well as benefitting their organizations. Plan to spread out the forums and select brief but valuable programs that touch on various aspects of healthy practices. For example, “Prepare Healthy, Quick Meals”, “Tips to Accomplish Healing Sleep”, “Steps to Build a Quality Mind”, “Safe Ways to Manage Weight”, etc.

It would seem a great idea to provide information from which all of your workforces would personally benefit. There’s a great possibility the forums could benefit the employees’ families.



PRIORITIES FOR YOUR BUSINESS IN 2022

Surely, your company leaders have already held their New Year’s Strategic Planning Sessions, setting up new goals, monthly efforts for improvement, attract more customers and vendors, etc. Almost all businesses have a Strategic Plan and Calendar to market the business and determine ways to grow the business. Depending on your services or products, such a focus may be guided by specific times of year, priorities, community needs, etc. The bottom line is to determine the most effective ways to improve business via strategy, building networks, or innovative efforts or trends, etc. These creations encourage progressive results. Therefore, a business’ Strategic Plan is best to have in place BEFORE the new year begins. However, there should be at least one “Special Big Event” to draw the public into their venue. **WHAT DO YOU HAVE PLANNED? IT’S NOT TOO LATE!**

Successful Businesses have creative ideas that will excel their marketing and grow their businesses to boost sales. With a strong start to their business the first of the year, it positions them for continued successes. Once a business shows innovative and exciting practices and products, people are more drawn to the business expecting more of the same. A solid, well-organized Plan infers more to come.



OTHER CHALLENGES FOR BUSINESSES

When you turn on the local or national news, there are always numerous and different kinds of concerns:

- Unvaccinated employees still high
- More people catching COVID, etc.
- New variants of COVID discovered
- Violent actions throughout planes
- Crowds of thieves attacking businesses
- Concerns of stressed, exhausted police
- Harm to various minorities & individuals
- Poor safety of schools & the public

Each issue or concern is equally needing attention, though no resolutions guarantee perfect results. It is important that we all stay calm enough to review the facts and seek some reasonable efforts that could help those being affected. Before making a decision, give careful thought as how to verbalize your ideas. Be a good listener and seek credible resources.



Ideally, it would be best to find the most proactive solution to any issue and not offend but benefit others. Be open to ideas and suggestions, helping the whole organization.

TRAINING: A PRIORITY BENEFITTING YOUR WORKFORCE/ORGANIZATION

For years, if not multiple decades or more, Employers have believed that if they provide “training” for their employees, employees are more apt to leave a job *once they are trained*.

However, a majority of employees believe if an employer values the employee, the employer would be more apt to provide training and grow that employee out of respect. It is unfortunate that neither faction discuss this openly.



Small Group Training Session

Each employee has different skills and potential capabilities. If Employers would take some time to talk with their people, they may realize how each employee wants to use their strengths and weaknesses to attain their dreams. By really listening to your workforce, you may realize that many of your goals could be met by exchanging each others’ thoughts and desires.

Give your workforce a chance to help *build an even stronger workforce by improving communication and providing beneficial **Training Sessions***. This could easily result in a stronger and more productive, successful organization.

HUMAN RESOURCES: THE HEART, MIND, AND SOUL OF A COMPANY’S WORKFORCE



Responsible for the Laws and Health Of a Business

Human Resources Professionals carry a heavy responsibility to make sure businesses adhere to all legal requirements and are maintaining quality training so all employees handle their jobs as well as being respectful of their co-workers.

This global pandemic has caused much chaos, as well as facing extensive fears, dampening the enthusiasm that many had prior to COVID and has reduced the confidences in their Leaders. Those Human Resources Professionals have been “in the trenches”, facing all daily live encounters and challenges. Though there is no way to know what the future will hold, it is uncertain what businesses will survive. Most HR Professionals know that **Compass Career Management Solutions** can be of credible resource and ready to help! It’s never too late to request help that will make a difference!

HUMAN RESOURCES: HEART OF COMPANY

We should all try to not only be our best, but to also encourage others to work hard, be of high integrity and good ethics. We each must promote quality work and to accomplish successful outcomes by using good ethics.

This is a time to build creative, productive, and accomplished teams, while practicing the highest of integrity and ethics. Such excellent collaboration of talented people can become an outstanding workforce, who are of such focused, concentrated mindsets, proving to produce outstanding successes. IS THIS YOUR TEAM?

It is important for those persevering, distinguished leaders to continue encouraging others. **Diversity is the recipe for a foundation that blends knowledge, culture, and innovation.** With the combination of integrity and strong ethics, all things are possible.

OPTIONS IN CAREER TRANSITION: RETIREMENT OR SELF-EMPLOYMENT

With more changes occurring, it is likely that other positions could be eliminated. If your position becomes one that IS eliminated, you may choose to take some time off or look for a DIFFERENT position, as many are open.

However, another option could include to take "Retirement" if you are eligible for that, OR another alternative is to research the possibility of becoming "Self-Employed". It may not be as simple or easy as some perceive, however, it could be a fit for you. Still, you are highly recommended to research this career path and gather factual information before deciding.

Compass Career Management Solutions is a *Career Transition-Consulting firm*, who inform and educate to make you aware of your options and differences. Compass Career can also recommend other resources for you to contact before making this important decision.



RETIREMENT OR SELF-EMPLOYMENT (Cont.)

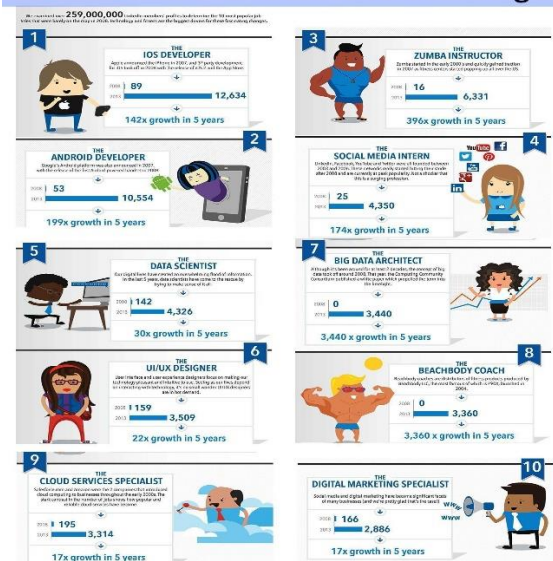
There are many misconceptions about Self-Employment, which is part of what Compass Career Management teaches, as well as learning of other credible resources and the different aspects/areas of business so that you can make an informed decision. There is much to learn about being a business owner, if that is your preference.

As for the option of "Retirement", you do need to be able to qualify for this venue. Then once you would "retire", there are definite guidelines and restrictions with this career path.

Compass Career Management Solutions does have some manuals, data, and resources for those interested in "Self-Employment" or "Retirement". These typically are part of Career Coaching programs. Such decisions are BIG ones that should be carefully examined and reviewed before choosing your Career Path.

One other consideration is to research what other career you might like AND to see what courses and time-frames are required. You could also shadow a person in a line of work that appeals to you. There are many new occupations being created each year. Do yourself a favor and research all the potential careers today.

10 Jobs that Didn't Exist 10 Years Ago!



Careers Added and Eliminated

WILL BUSINESSES HELP CLIMATE CONTROL

It appears frightening that our planet is dealing with climate changes that are leading to dangerous circumstances for all world inhabitants. The movies depict a devastating & deadly future.

WILL BUSINESSES HELP CLIMATE CONTROL

Though science leaves us with serious future outcomes, it seems large corporations and the public are major factors.

Clearly, the arctic is having ice caps melting ever so quickly, which is not something that can be resolved instantly – if at all. These are home to the Polar Bears, penguins, seals, etc. Even Alaska has had MUCH warmer temps!!!

Other parts of our planet are experiencing much warmer temperatures, which have caused affects in our weather (tornadoes, flooding, and other weather changes).

As most remember from our early education, this extreme weather disaster happened during the “Ice Age”, freezing dinosaurs, etc. Though these disasters take a long time to happen, they take a LONGER time to overcome. It is hopeful that mankind has become wiser than centuries ago, and yet the signs are quite clear that we don't have time to waste. What are YOU prepared to do to avoid this?

With our experience of COVID and its variants, who is to say that our climate change has not been a factor? As most know, we have had hundreds of thousands to die from this, and it is far from over – and MANY are not taking the vaccinations and boosters.

Instead of debating the use of these medications, isn't it best to be thankful that we HAVE these vaccinations? We could have no recourse and just watch more people die. To refuse the vaccinations would seem like being in a war with no ammunition/weapons. If COVID was the enemy, wouldn't you use a weapon to fight them? It is time to put doubts aside and use the “weapons” we have.

The same is true for stepping up to take care of our planet. **Let's do what we can to protect our “home”**. Let's protect our planet!!!

EMPLOYERS, SUPPORT YOUR HR PROFESSIONALS BE THEIR BEST

Each day more responsibilities and legal issues are added to the Human Resources' plate, which requires important reading with instructions.

It is extremely wise for a company's HR Professional to be well informed and instructed on all aspects of these matters. Employers depend on their HR Professionals to handle such matters, which is why it's recommended to have your HRs to be institutionally certified. Certification Classes are available to interpret and prepare those HRs to take the HR Certification exam.

HR Certification classes are available in specific locations. They can call our office (704-849-2500) to speak with Bill Crigger, one of the instructors, or email him at bcrigger@compasscareer.com. Employers, encourage and support your HRs.

WEAK AREAS IN MANY BUSINESSES TODAY: HOW COMPASS CAREER CAN HELP

Though there are major needs to fill positions, employers also need to take measures to improve their work environment to avoid losing more. Some BIG areas of concern include: **A) Communication, B) Workforce Behavior, C) Leadership, D) Strategic Planning, & E) Customer Service**. Each of these programs substantially affects a business' **Bottom Line**. As employees return to the workplace, these skills and behaviors need to be clearly understood and emphasized. Do NOT delay in providing your workforces with **important training**.

Most companies would greatly benefit from such programs, as your employees would agree the **impact** of this *valuable training*. **Compass Career Management Solutions** is an HR-consulting firm, who has assisted with Transitional & People-Related Services for over 27 years. Our services have proven to be very instrumental. Visit: (www.compasscareer.com) or call: **704-849-2500**.



Training & Developing Skills Helps Retention



“The Winds of Change Bring Opportunity!”