



New Year's



**Compass Career Navigator
January - February 2023**



Valentine's Day

Robyn A. Crigger, CEO; Bill Crigger, President

CURRENT ISSUES CAUSING CONCERN

2023 is looking to have as many challenges as the previous years have had. However, it is up to you to take some proactive steps to help make this year better in many ways. Otherwise, to leave everything the same will result in no improvements. **A)** Do you encourage others to contribute ideas or suggestions on ways to deliver a better year for your business? **B)** Do you consider yourself flexible and open-minded? **C)** What areas or specific issues do you believe need to be changed or improved? **D)** Are there people in your firm, who you have found to have creative and proactive ideas, which have led to successful results? Since COVID has continued and caused negative challenges, added stress, continued economic hardships, as well as produced more illnesses and deaths, the more we open ourselves to constructive ideas and alternatives, the better chance we have to produce better outcomes.

The best chance we/citizens have in overcoming these deadly illnesses is to receive the vaccinations and boosters that our medical professionals have persevered in providing to our country. In addition, when finding yourself in any size of crowds, you are encouraged to use face masks to protect yourself and your loved ones. Clearly, exposing yourself to others places you in jeopardy, as well as your families. Community illnesses spread so easily to those around you. Furthermore, the use of sanitizers and proven cleaning supplies are the best tools we have available to battle the illnesses. Doing all you can to keep your workforce safe and healthy should be a **high priority** of all business owners and employers.

If you want to help your business to survive and become stronger, it is critical to keep well informed and healthy. To be a responsible business owner, it is up to you to be supportive of your employees, help them to be as well trained as possible and to provide what is needed to keep them healthy. Such commitments are a necessity.

Another item that needs your attention is to encourage our communities be safe – not just “health-wise”, but to practice wisdom, mutual respect, and responsibility avoiding violence, which has become so rampant. Too many people are allowing their tempers and better judgement to go astray. No one has the right to take another’s life, and violence is never the answer to disagreements.

Though possessing weapons is part of our citizens’ rights, that is meant to protect ourselves – not to shoot or kill others, especially firing guns into peoples’ homes and shooting defenseless children.

Guns should never be found in schools and other places where there would be children and families.

The fact is we have many concerns that exist today, including all the unrest around our world, poor economic conditions, getting our workforces and businesses back “on track”, helping our fellow citizens to become healthy and able to afford groceries, etc., not to mention how to manage the many refugees who have landed in our country. There are no easy answers or magic wand, but these concerns must be addressed and resolved. In addition, our country has a large number of our society who are of retirement age and facing costly health issues and poor medical assistance. All are encouraged to spend more time considering ideas and solutions for these issues.

TRAINING CONTINUES TO BE UNDERVALUED & UNDER-RATED

Of all the things a business and its owner can do to significantly benefit a company is TRAINING, and yet too many employers tend to see it as an *expense* that can be dismissed or handled “in-house”. Then when a business is unable to improve, many of these Leaders blame it all on the economy, etc.. Whereas if carefully selected training were provided by proficient, experienced professionals, the company’s results could be significantly better. Only those enlightened leaders realize the value of strategic training that benefits their organization to excel.

Our economy and the world-wide challenges continue to affect us all, but using experts who are knowledgeable about changes in business will have a much better chance of strengthening their organizations. There are never any guarantees that a business won’t still have problems, but doing nothing and leaving your procedures the same do NOT help. There can still be hurdles that you cannot control. For instance, **A)** COVID still exists, and people must take all precautions to try and avoid the illness. **B)** The addition of the Respiratory Illnesses are another hurdle that could affect our workforces. Keeping the workplace as clean as possible is a **NECESSITY**. **C)** If your community experiences the increase of violence, your workforce’s families may be crippled by this growing fear. Perhaps employers can offer some insight and advice in forum for their employees via the local police. Teaching our citizens ways to keep safe and communicate useful information to your workforce is bound to help with ways to keep their families safer and healthier. That includes teaching how to better control our emotions.

Life is too precious to shrug off these issues. Each of us are responsible to help our fellow citizens to do all they can to get our economy and public health in a better position. We CAN do this, but it requires each of us to take this seriously. That includes providing solid training of our workforce to enhance a business’ potential. We can’t expect someone to bail us out of our negative financial situations. Education has been a valid instrument to improve our status. Allow a credible expert in “managing change” to identify appropriate training to benefit your organization.

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WHAT ARE YOU DOING TO DEVELOP YOUR LEADERS EFFECTIVELY?

With all the different problems that have affected so many businesses today, not to mention all the people, we are in need of Business Leaders and Professionals, who have extensive decision-making experience and have been taught how to decipher and scrutinize the different types of issues and be familiar with credible and effective resources.

Unfortunately, there are more and more criminals, who have found a wide variety of ways to tamper with business matters and technologies, that can destroy a credible business. Therefore, our leaders need to be more educated than ever about strategic planning and how to not only avoid scams and technology tampering, but to arrange for dependable security in all venues.

In addition, our Leaders should be coached on how to better prepare and manage their workforces, making employees aware of what might be signs of scams and other tactics used by these “smart criminals” to slide “under the radar”. Another way our leaders can enhance their workforces is to work on improved communication, as well as allow time for healthy exchanges between the leader and employees, which is another way to show support and offer encouragement. Improving Communication is an area that will strengthen the whole organization, leading to better outcomes.

Your leaders should also seek experts in different areas, who can become credible resources for your whole organization. It’s hard to stay current on all aspects of a business, which is why identifying solid resources can be extremely valuable. Learning from these experts can help you and your organization from falling into deceitful hands. Stay informed and make sure your Leaders are all open to learn and help your business stay clear of scams and other deceptive practices. Compass Career Management Solutions is just one dependable and responsible resources. www.compasscareer.com



Highly Valued Support

ARE YOUR BUSINESS PLANS EFFECTIVELY STRATEGIC FOR SUCCESS?



Learn to Value Collaboration of Professional Experts

In order to create a well-executed process that will produce successful results, it would behoove Business Leaders to research how other organizations have overcome their challenges by tapping into experienced and reputable resources. Such resources know how to bring together those with needed skills and talents, and who can inspire and motivate your organization to incorporate focused tactics and skills that enhance a “team’s goals and projects”.

Not everyone, even if experienced, knows how to pull a group of individuals together for the greater good of all. This requires not only the gift of “effective communication” but also teaches others to put aside personal differences, cultural diversities, or negative attitudes in order to produce the best results.

Those managing this effort need to know their teams well enough to bring out the best in each person, while discouraging any bickering, encourage being open-minded, and inspiring each person to collaborate their energies on the key goal – a success that will benefit all.

Once your Resource Experts have jointly made a commitment with your Executive Team and have agreed to a “strategic plan or process”, the next step is to educate their team about the purpose and what it will take to accomplish their goals. This Plan must be clearly explained and have the “buy-in” of all in order to be successful. Good Communication is a MUST!

Another part of this effort that produces success is to have all in agreement about the “Values” needed: A) Integrity, B) Mutual Respect for each other, C) Honesty, and D) Hard Work, where each person is responsible for his/her part. In today’s workplaces, many employers and business leaders have expressed that there

seems to be fewer people *willing to work hard*, and some have exhibited being less responsible about their duties and even demonstrated a *lack of pride in their work performances*. It will take a strong Leader and Resource Experts to stress the importance of this.

Again, Communication and Relationship Building will be critical for all build a strong workforce and make all responsible to a Successful Strategic Plan.

Not only do your employees need to learn how to be effective in their jobs, but this same attitude is a priority for those dealing with Customers. Good character traits impact a business, who strives to be a responsible partner in the community.

INVEST IN CREDIBLE ON-BOARDING SO THAT EMPLOYEES ARE CLEAR WHAT IS EXPECTED

Most understand the importance of “On-Boarding”, as it provides the basis for employees to understand what their responsibilities are in regards to how their contribution impacts the organization and makes a difference in the business’ outcome and future. Without a comprehensive On-Boarding process, you are saying to the workforce that you are lax about the success of your firm, or that you don’t take their roles seriously, which would be a BIG MISTAKE. A well-planned On-Boarding Process delivers the foundation for a healthy, thriving business or organization.

The Business’ Leaders should have given this process a lot of thought in order to inform and educate employees on all factors that impact the company’s outcome. Data that is shared should include everything from identifying the purpose of the business, credible resources needed, effective ways to market the business, how to be strong in communication skills, learn how to build good relations with co-workers and customers, understanding the financial aspects of a business, etc. Don’t “assume” that an employee understands.



Credible On-Boarding is Critical

HOW TO SUCCESSFULLY MANAGE A BUSINESS TRANSITION



What Are the Different Factors in Managing a Successful Business Transition

Owning and managing a company is a HUGE responsibility, but when major challenges arise, an Owner may be exceptionally wise to consider the use of an experienced Expert in Business Transitions. Even the best of Leaders would be wise to utilize an impartial, credible, and professional expert, who is knowledgeable and educated in analyzing a business facing a transition and can identify appropriate options and resources. Each business transition encounters a number variables and factors, which should be evaluated, and then determine which is the best process and services to use to reach a positive and productive solution. Using a resourceful and effective professional process can successfully manage your “Business Transition” providing the best outcome.

Compass Career Management Solutions has worked in 35 states and assisted a wide variety of industries of different sizes and types since we began in 1994. Your company should research and learn that Compass Career Management will determine the best process for your organization.

By using professionals to manage your situation, the financial issues and emotional risks should be reduced. Any business transition is stressful, but using a professional firm can provide effective support to all. With the increase of violence everywhere, using a Professional Business Transition expert improves emotional behavior. **Compass Career Management Solutions** has a lot of experience and is reputable and effective.

HR, THE COMPASS FOR BUSINESSES



Human Resources Professionals have a large responsibility to make sure businesses adhere to all legal requirements, follow proper hiring guidelines and provides an On-Boarding Process so employees are aware of their job requirements, prepared to do their jobs and are informed of what is *good employee behavior*.

The pandemic has taught the workforce to understand and follow good health practices and encouraged to respect the guidance of their Leaders. The Human Resources professionals are regularly informed of all aspects regarding the safety and management of the workforce. Your HR representatives also inform management of changes and any alerts to be addressed.

The future is uncertain, and many businesses may not survive. One highly-regarded HR Resource is **Compass Career Management Solutions**, who is a credible and competent HR Consulting firm. We strive to assist with multiple transition events, important HR practices, and value being of support. We are here when help is needed.

HOW COMPASS CAREER CAN HELP?

An employer needs to make a profit for a business to survive. The employee needs to be responsible, perform well, and have a safe work environment. Both sides will benefit, when there is **mutual respect**. In addition to **Outplacement**, we offer strong training and coaching programs to help: **A) Effective Communication, B) Workforce Behavior, C) Leadership, D) Strategic Planning, & E) Customer Service**. All programs can dramatically improve the **Bottom Line**. Contact:

www.compasscareer.com; 740-849-2500



“The Winds of Change Bring Opportunity!”