



July

Compass Career Navigator

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## CURRENT ISSUES

When starting our business in 1994, many did not understand what Outplacement services were. Today some still do not really understand its full capabilities. The fact is its origin dealt with "CHANGE". There are All kinds of "changes", and *change* is really the one constant that exists in life. The seasons change, the weather changes, most of nature changes (animals to vegetation), and of course, we humans change from our start of being in the womb to our death.

My husband and I dealt with a major career transition after he had worked for his employer for 19 years. I share this experience to help explain or relay that any CHANGE or *TRANSITION* takes adjusting, as well as some help or support from others to get anyone through this and eventually to regain one's confidence. Chances are if you deal with such a transition once, you may likely experience it again.

Whatever CHANGE you may have (health issues, financial challenges, personal concerns, etc.), we all benefit from some form of support or resource that provides us with an understanding and a stronger sense of self-confidence that helps us persevere.

Today there are many CHANGES and *TRANSITIONS* occurring that cause some emotional and negative reactions. From these events, even more personal repercussions can develop. However, throwing up our hands and giving into this negative pattern doesn't help anything or anyone. Instead of using these negative events to support negative attitudes, all are encouraged to have a more positive and proactive mindset. Look at whatever happens

and give thought as how to make something positive develop from this event. You are discouraged from giving into the wave of despair, and instead find a way to grow stronger from it. Otherwise, who or whatever has caused the tragedy has won and made you another victim from their actions.

Most may not be familiar with the name or term "Pollyanna". It used to refer to a person who looks at all negative events or situations by seeking something positive within the situation, instead of dwelling on the negative event. Personally, it seems like a better way to view the negative events in our lives than to become a victim of that incident.

Though there are still many concerns on peoples' minds, all are encouraged to be thankful for the blessings of family and friends, as well as enjoying the season's fresh fruits and vegetables. This and taking a walk is healthier for us. There are many places in the midst of wars and other tragedies.

Other issues and occurrences throughout our business world and our communities include **a)** concerns regarding benefits, **b)** decisions on changing technologies, **c)** the status of employee relations, **d)** what are priorities for employers and employees, as well as **e)** concerns that safety is being compromised at work. What is being done to avoid danger/risks in different situations?

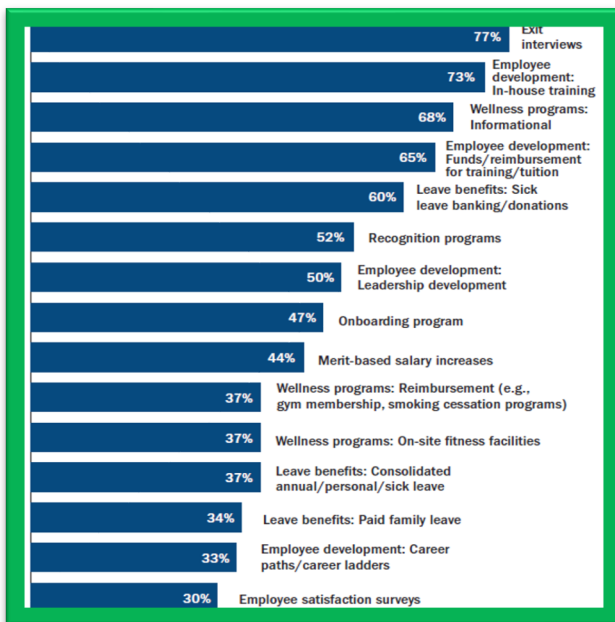
There continues to be a big question as to the definition of "affordable housing". Can any homes be described or proven to be "affordable"? There are MANY who cannot afford their homes, and the new homes being built cannot be "afforded" by MANY others. From the average middle-classed person to those earning minimum wage or less. Therefore, what price of home is affordable?

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## **CURRENT ISSUES** (Continued)

All of these topics are major concerns to many citizens. Do you find any of these upsetting? More *changes* are developing – and yet violence continues to increase, and costs of groceries, gasoline, etc. are also escalating, but our government fails to avoid most of these pressing issues, leaving the public very concerned. Surely the leaders of our businesses and government can use their intelligence and their many resources to locate solutions that can address many of these matters. As a large number of our population enters the mature stage of their lives, it is critical to create an effective health insurance system that is more cost-effective, as well as providing credible medical attention. **We need** solid results.

### **A. YOUR EMPLOYEES RANK BENEFITS?**



### **WHAT EFFORTS PRODUCE BEST RESULTS?**

It would be encouraging to think that your company leaders know what efforts would best benefit and would contribute to a successful employee. When out of college, many college graduates might think they know what they want from an employer, but that is often not the case. Just like some college professors who are really tough may seem to discourage students, yet, those students usually find out later that the “easy professors” didn’t really do them a favor by just “passing them along”. Whereas the harder professors taught you those important lessons that benefitted you in the “real world”. Instead,

those benefits, which will be truly valued by employees are noted in this graph (earlier). Though new employees may think they have learned a lot in college, the “real learning” comes on a job under a strong, conscientious, and honest business leader.

For those employers who try to take short-cuts or cheaper routes by using in-house trainers, the fact is many of these “in-house” trainers teach less effective lessons over and over again. Then employers wonder why “nothing ever changes or improves”. All training programs should be evaluated now and then to seek better programs. Therefore, give serious thought to using proactive, innovative “Trainers”, who use fresh, creative processes to develop assertive, productive leaders, teaching them how to bring out the best in people. In addition, it is strongly encouraged to include effective communication in all training.

Successful trainers should strive to build strong relationships for a healthy work environment, and a more productive organization.

All your leaders should stay current on all aspects of business. Selective experts can help your organization be more informed. Education and Training enable your Leaders to be more prepared and assertive. **Compass Career Management Solutions** is a dependable resource.

### **B. THE IMPACT OF CHANGING TECHNOLOGY**



#### *Is Technology More Important than People?*

Technology is always changing, and it is an aspect of business that is usually a skill that is more suited for some people than others. However, it has become a very important part of business and crosses over into multiple departments and functions. With this being the case, it is critical that all employees who are involved with the technological process need to be trained and competent in their roles, as well as being sensitive to others affected by this technology. Therefore, as changes are made in the technical process of your business, it is absolutely imperative that all possible

## **B.THE IMPACT OF CHANGING TECHNOLOGIES**

### **(Continued)**

snags are ironed out, and all employees, who are involved, are thoroughly trained in order to have a successful process. Whoever is in charge of this transition will be expected to have everything worked out to assure successful results, including good communication.

Technology can make a significant impact on a business, but all who are involved must be completely committed to the process in order for it to be worth the cost and effort. Each employee is selected to contribute their skills and talents to help an organization to be successful.

Technology can be an excellent asset to a business, but only if the employees are conscientious and understand the purpose and value of this technology. It is also important to understand that technology is one process that will involve frequent changes. That is the nature of technology. Like so many other parts of business, all need to understand and accept that good communication must be practiced in order for a business or organization to be successful.

## **B. STATUS OF EMPLOYEE RELATIONS**



### *Why Is Employee Relations Important?*

Most have heard the expression: “*There is no I in Team*”. This is because when a group is working together on a job, success comes from combining everyone’s efforts in order to deliver successful results. An effective leader or manager must be capable of inspiring and encouraging all to collaborate their energies on the key goal, delivering a success benefitting all.

If your leadership has been coached effectively, they will understand the value of making a commitment and instilling that value into their workforce. And if your leadership has been given good coaching by professional experts, they will have learned to educate their employees as a necessity of a “strategic plan or process”. The purpose of this is to research and

think through what it will take to accomplish their goals. By teaching about a Strategic Plan, and clearly explaining why this is needed, the goal is to help all grasp the importance of “buying-into” this process. The fact is “**Good Communication is a MUST!**”

Your leaders need to possess “Good Character Traits” in order that the employees then TRUST and follow their leaders. Leaders should demonstrate being responsible persons in the community. Productive results come from a healthy Workforce Environment who is supported by Responsible Leaders.

## **C. PRIORITIES OF EMPLOYERS/EMPLOYEES**



### *Point of View from Each*

Most people have specific “priorities” in life, and these vary due to multiple factors: age, sex, values, personal beliefs, education, families, where they have lived, economic status, etc. These are just some of the factors that impact a person’s priorities. One family may have two daughters born of the same parents, and yet each daughter may have completely different opinions, preferences, likes and dislikes, personalities, etc. So it should be of no surprise that in any workplace, employees and employers could easily have totally different priorities, both personally and work-related. This is regularly observed in a wide variety of businesses and organizations and has been such since time began. Even as education and businesses have developed, the various factors among people have and will always prove to be this way.

As mentioned, each person is exposed to different types of learning, possess different personalities, their health and home life will vary, some have siblings, while others do not, etc. Even communities have their own personalities and variances, i.e. The local weather can impact their personalities and preferences, etc. Their economic situation can



### **C. PRIORITIES OF EMPLOYERS/EMPLOYEES**

(Continued)

impact a person, in fact, the list of factors that impact a person are endless. Though life can be challenging at times, it does provide many new insights and perspectives.

Some people prepare and plan for every stage of life, while others allow “nature to take charge of their courses”. Planning can be the wiser route to take, but there are NO guarantees. There are times that can lead to the best of plans being thrown out the window.

Employers and employees will at some point consider “retirement” as a priority in their lives. A lot depends on where you are in your life. There are so many unknowns, and we all are aware of unexpected events that can occur. Illnesses, accidents, deaths in families, etc. can take place, which can alter our plans. Both employers and employees have experienced business snafus or drastic financial events that have triggered businesses to suddenly close. When this happens, it is important to explore all options and determine which path is the best choice for you. Depending on what you consider important as to where in your list of priorities “retirement” falls. We should not be influenced by others when you make the decision that you choose.

Examine all details carefully and explore each option, determining which choice is the best path for you at the time. You are the one who needs to live with your decision. What is best for you?

### **D. HAS SAFETY BEEN COMPROMISED?**



*Does Safety Concern Your Workforce?*

It is unfortunate that there have been many more serious accidents of different kinds that have occurred. Train derailments and collisions, building fires, explosions, airplane accidents, school bus accidents, the turning over of large

truck loads, highways and bridge destructions, etc. What is causing the increase of these various serious accidents? We can't help but wonder about the loss or reduction of safety concerns and planning. Are businesses taking too many short cuts and risks? Are regulations and inspections becoming too lax?

Perhaps Business Owners and Employers, as well as regulators and inspectors need to step back and review their priorities. Employees are not to be put at risk. Safety is a **PRIORITY!**

### **HR IS YOUR COMPASS FOR BUSINESSES**



Trustworthy Professionals

**Human Resources Professionals** have often been considered the “HEART” of a business. They have a BIG responsibility to assure businesses adhere to all legal rules, follow proper hiring guidelines, encourage On-Boarding and training in order that employees are informed and prepared to meet their job requirements. HR is viewed as a “Business’ Compass”.

Your **HR** representatives also inform management of changes/updates. Therefore, please value and respect your **Human Resource Professionals**.

One highly-regarded HR Consulting Resource is **Compass Career Management Solutions**. We assist with educational programs, HR Forums, etc..

In addition to **Outplacement**, *Compass Career Management* offers strong training & coaching programs: **A) Effective Communication**, **B) Workforce Behavior Forums**, **C) Supervisory Training**, **D) On Boarding**, & **E) Change Management**, etc. -- All programs can substantially improve the **Bottom Line**. Contact:

[www.compasscareer.com](http://www.compasscareer.com); 740-849-2500



*“The Winds of Change Bring Opportunity!”*