



Betsy Ross & Geo. Washington
Creation of American Flag



Wedding Day

COMPASS CAREER NAVIGATOR

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FLAG DAY

On May 30, 1916, President Woodrow Wilson issued a presidential proclamation establishing a national Flag Day on June 14. Many Americans celebrate Flag Day by displaying the Red, White and Blue in front of homes and businesses. The day commemorates the adoption of the Stars and Stripes as the official flag of the United States.

According to American legend, in June 1776, George Washington commissioned Betsy Ross, a Philadelphia seamstress, to create a flag for the new nation in anticipation of a declaration of its independence. in the United States.

On June 14, 1777, John Adams spoke about the flag at a meeting of the Continental Congress in Philadelphia. He said, "Resolved, that the flag of the thirteen United States shall be thirteen stripes, alternate red and white; that the Union be thirteen stars, white on a blue field, representing a new constellation." There have been twenty-seven official versions of the flag so far; stars have been added to it as states have entered the Union. The current version dates to July 4, 1960, when Hawaii became the 50th state.

TOP CONCERNS OF BUSINESS OWNERS THAT PUT BUSINESSES AT RISK

Those who choose to become business owners should all be aware that any business faces risks. Starting a business will always experience some low interest in their industry, the unpredictable economic fluctuation and the poor publicity or marketing it receives.

In recent times there are more risks dealing with technology (i.e. breaches, viruses, etc.).

Therefore, businesses need to tap into experts in areas to avoid such problems, which can be devastating. Cybersecurity is NOT cheap but a necessity due to how many culprits have hacked and spammed countless of businesses and individuals. **Risk Management** should be a high priority for businesses, and yet many do not invest much in this area. Small businesses particularly must place Risk Management as a priority.

In addition, other concerns on the minds of business owners include: **a)** Increase in medical costs, **b)** Rising employee benefit expenses, **c)** Growing legal liabilities, **d)** Economic uncertainties, **e)** Complying with changing laws, and of course, **f)** Attracting/Retaining good talent.

Three other issues were also mentioned in a recent survey of 1100 Business Decision Makers: **1)** Global/political conflict, **2)** Extreme weather and natural disasters, and **3)** the Changing American workforce. All of these could be harmful to a business.

The best thing any business can do to address any/all of these is to have a **"Disaster Recovery Plan"** with some specific provisions or programs - though the plan itself should be developed in conjunction with experts in transition management. Jointly the plan would need to include the business' processes and procedures in order to be proactively prepared for a major event.

NOTE: "The need for *"proactive"* preparation.

DIVERSITY IN BUSINESSES INCLUDE MIX OF MULTIPLE GENERATIONS & OTHER FACTORS TO BE A HEALTHY BUSINESS

There are more Boomers and older employees who are deciding to exit or retire, and understandably so. Most are more than eligible and have delayed for various reasons. However, these employees possess a rich and extensive amount of experience that would be extremely missed if ALL left at once. These mature employees have the knowledge and expertise to bridge the gap of the younger generations. Not that the younger employees aren't capable, but there are many things that are not taught in classrooms or from books today.

Technology and specific skills are changing continually, but no one generation possesses all of these. By having multiple generations, there is a better chance of companies being able to manage the many changes taking place. This means the different generations will need to collaborate and work together in order to transition the organization into the next stage of growth.

No matter what industry you have or manage, technology and skilled labor will be changing. Owners and managers need those competent in different areas to successfully transition a business. Needless to say, customers will expect organizations to meet their needs. Otherwise, a business will be left behind.

Each year new technology, equipment, processes, and skills are created to make a company faster, more efficient, more productive, and sometimes more economical. At least that is what a company will promote. This may or may not be true, or it could be more "hype". Nevertheless, changes will be required to keep up with competition and to avoid losing customers. Owners will be expected to keep current, which includes training employees. **Are you prepared?**

WITH MEMORIAL DAY IN MIND, WHAT CAN YOU DO TO SUPPORT VETERANS?

Are you aware of the challenges of veterans? Did you know that there are numerous veterans who have started their own businesses? There are a number of reasons why some have gone this direction. Some have been frustrated with not being able to get hired by companies. Others have experienced negative or unfair treatment by employers.

However, there are some employers who have gone to all measures to locate and encourage veterans to work for them. That is wonderful!!!! Veterans could use more employers like that.

In the Charlotte Business Journal, May 24, 2019 issue, on page 26, there is a list of "Veteran-Owned Companies in the Charlotte Area". Veterans are encouraged to check that out and see if any are near you or if there is a type of industry that interests you.

There are many venues available where the public can contribute their support of our veterans, and you are encouraged to do so.

My family has been ones to have many relatives who were in the military in the past, and currently have a nephew, his wife and brother-in-law who are serving the military. This is a very unselfish and honorable commitment, and as was relayed in a recent (5/26/19) special Memorial Day Tribute on PBS, we need to remember and thank all those who have served and are serving our nation. We owe them for our freedoms.

Again, in reference to the many Veteran-Owned businesses listed in the Charlotte Business Journal (5/24/19 issue), you are encouraged to consider utilizing these businesses to support what they are doing.

Many thanks to all of our U.S. Military Veterans!

WHAT DOES IT TAKE TO BE AN ENTREPRENEUR?

As a Business Owner for over 25 years, and since we are Career and Business Transition Professionals, we have heard MANY to say that they want to own their own businesses so that they can “set their own hours”. My husband and partner’s response to that is, “sure, you can set any 24 hours you’d like!” If you want to “set your own hours”, the challenge is you may limit the amount you could earn - not enough for living expenses.

We don’t want to discourage you from becoming a Business Owner, but you also need to be aware of what the responsibilities of a business owner includes.

There are different legal requirements for businesses, and talking with a Business Attorney (credible and experienced) is one of the first things you should do.

Are you wanting to be a one-person owner? Or will you be combining efforts with others? Do you “all” have the same or similar business philosophies or standards? What kind of business do you want? Will you be service-oriented? Are you considering an “on-line business”? Do you know who would be your customer base? Even an online business could need storage space for products? What technology will you need? What will it cost to start the business?

It may seem there are more questions than answers, at least at the beginning. You need a strong, strategic Business Plan. In addition to the legal steps to take, there are many other tasks to handle before you can even say you are a business owner.

Will you need employees? Do you know how to hire employees or what that entails? Again, this is not to discourage you but to keep you out of trouble. Having employees is a BIG responsibility and takes planning and specific arrangements (i.e. taxes, payroll, etc.)

Being a Business Owner is a huge and costly commitment. Therefore, we strongly advise a person to become educated and informed about ownership. Gather all the facts.

Our firm has provided Self-Employment Workshops in the past, for a fee, which has included the input from other business experts, as well as a useful and resourceful manual. However, we only schedule these when there is enough interest from individuals. Our purpose of the workshop is to help persons with strong interests to make the best decisions for themselves.

If you and others you know are interested in “A Self-Employment Workshop”, let us know, and one can be arranged. If interested, you should contact Robyn Crigger at rcrigger@compasscareer.com. If you are contemplating this career path, please take the time and the investment into receiving the “real facts”.

HOW TO SELECT AN EFFECTIVE LEADER

Have you ever met a Leader, who you wondered about how that person was chosen to be a “leader”? Perhaps you thought they were unorganized, indecisive, unethical, or demonstrated poor judgment?

Not all organizations have a clear criteria or qualifications for their leaders, although that is a BIG FLAG!. Some people see “leadership” as a “position of power”. Though there usually are many important decisions made by a leader, that person is not to use their authority to flex their muscle or to control people to do their bidding. Rather a Leader should be one of high integrity and character – one who is held in such high respect that others want to obey and trust them. Leaders are usually held at higher standards with traits for doing whatever is the best interest of all concerned. A Leader is responsible for those in his/her charge. It is not enough to be just on time or considered “dependable”. *Leaders should have the highest of integrity.*

AVOIDING HIGH RISKS AT WORK

As our nation grows more diverse with a variety of cultures, religions, ethnicities, races, etc., our needs have grown as well. Much of our world has access to extensive information, which leads us to be considered “global”, yet there are still many aspects that we do not know. There are many people without families in our country to guide, nurture, and advise them as they grow into adulthood.

Those, who are from other nations and have different customs, rituals, routines, religious beliefs, etc., come to our nation and may have no idea of our customs, etc.; nor do we understand theirs. From this lack of education and understanding, misconceptions and misunderstandings occur. On either side, these differences leave us all in “unchartered waters” with a lack of knowledge needed to understand others. Communication is a challenging area in all businesses, **but this communication gap can be more volatile.**

It is from such misunderstandings or hurt feelings that emotions can become so intense that a person may feel terribly alone and **vulnerable**. With such sensitive emotions, a person could feel like a trapped animal – fearful, at risk, and in jeopardy.

This may sound extreme or being alarming, but to those who lack self-confidence, are alone, and being possibly teased or taunted by strangers, that person could resort to extreme reactions. Business Owners are encouraged to try to place themselves in this individual’s shoes.

Employers are encouraged to provide some occasional small group exchanges or forums to share differences among our international employees with their co-workers. The same can also be done among those in different age categories.

Compass Career Management Solutions acts as impartial facilitators, providing educational venues/exchanges with

employees, providing opportunities to show that caring, responsible employers will provide a credible resource to help build better relations. Simply contact Robyn Crigger of Compass Career Mgmt Solutions. We are a credible resource to our community.

Putting these concerns off would be a **BIG mistake** for any business. Allow us to strengthen and improve *Communication* throughout your workforce.

Communication is a huge area that substantially impacts the Bottom Line! *Communication touches most areas in business.* Contact **Compass Career Management** to learn more and take your organization to the next level!

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

Our services include “proactive efforts” re: Outplacement, Leadership Training, Workplace Behavior, Effective Communication, Team Building, Career Transition Support Groups, etc.

Published by Robyn Crigger, CEO.



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*Celebrating 25 Years in Business
Thanks to our Clients*

June is also a month that many weddings occur. For those families experiencing such festive events, may all be filled with happy, healthy and safe celebrations.

