



February



March

Compass Career Navigator 2024 **Robyn Crigger, CEO; Bill Crigger, President**

SOME TOPICS SHARED



PROS & CONS ABOUT AI



UNDERSTANDING RETIREMENT



THE VALUE OF DIVERSITY



VIOLENCE ERUPTING AFTER PROTESTS

CURRENT ISSUES

Perhaps you noticed a temporary gap of issues of our Compass Career Navigator. However, In 2023 we encountered an unexpected type of transition. I found myself facing a challenge that definitely caught me off guard. I had to face an unplanned surgery, which was considered risky. Needless to say, I'm still here, but the recuperation has been slow and challenging. Still, this is part of life. I appreciate the patience and support of those who have been affected by this unusual period.

Our work continues to be a passion of Bill's and mine. As I have said in the past, dealing with a major transition can be very stressful and emotional.

Bill and I have had our business for almost 30 years (with our anniversary being April 2024). During that time we have worked in 35 states and assisted thousands upon thousands of individuals. Though our main focus has been the Outplacement business, our skills and experience has allowed us into other "human resource-related" services. The fact is we have dealt with a variety of "change-related" work, always doing our best to assist those to manage their changes or transitions. We have found that everyone is prone to experience a variety of "change".

Everyone has various hurdles going on in their lives. So be aware that if you or your organization find themselves releasing employees, be prepared for some, if not most, employees to become upset. Whenever possible, consider providing Outplacement support. Visit:
www.compasscareer.com

RETIREMENT: A DEFINITE TRANSITION

Employers are encouraged to have a fair understanding of when their employees plan to retire. Too often an employer can be caught off guard and find themselves losing key skilled employees when needed most. Finding talented, experienced employees, who are also responsible can be a huge undertaking.

It is wise to have regular conversations with your workforce to discuss their future plans. In addition, employers should be aware of those proactive employees, interested in training and development to enhance their earnings. Employers need to provide training

RETIREMENT: A DEFINITE TRANSITION

(Cont.)

and development can help them to keep those valuable employees for a longer period of time.

When an employer shows the workforce a healthy respect for the planning of their future, and learning what would be of value to them, training, etc. is often top on their list. Those employers have a good chance of attracting quality employees with such a reputation.

Retirement is an important part of life planning, that can be a special benefit for employers to use to gain good employees.

Too many people put off their planning for retirement, which will cause a tougher ability to retire. Retirement can seem so far into the future, but then time slips up on you, and the options you could have had for retirement shrink. There is a lot to learn about "retirement", but a good employer can provide the education and resources to give an employee the knowledge for a happier, more informed understanding for such an important transition and a part of one's life.

Are you an employer, who knows how to tap into experienced and well-educated professionals, who are knowledgeable and possess credible resources to share with an organization's workforce on this topic?

Only some businesses are taking the time to educate their workforces about how to plan and prepare for their future. The ones doing that will be recognized as "a great business and employer". Those employees, who seek such employers out, will likely be the type of employee a business owner wants. Therefore, business owners and employers are encouraged to include this offering to their workforces.

LESSONS LEARNED IN 30 YEARS

Bill and I started our business in April of 1994 – 30 years ago this April. Bill had been with The Kroger Co. for over 20 years when he received notice that Kroger was pulling out of

LESSONS LEARNED IN 30 YEARS (Cont)

the Carolina's. He and his Vice President were given the news on a Sunday evening, and then Bill had the responsibility of informing other employees. It was a night of little sleep. It was hard enough to know he would be out of work, but harder, to tell others.

When Bill came home that Sunday night, he had our two sons (12 and 15 years of age) and I to sit down and be informed of our upcoming transition.

Though Bill was able to be offered a transfer (taking us to Atlanta) fairly soon, his experience managing the company's transition greatly impacted him. Our 12 year old really didn't comprehend what was happening, but the impact on our 15 year old caused him to view the employment world very differently. He immediately asked Bill. *"how can this happen when you have a college degree, and even a Master's degree? I don't understand. You work a lot of hours, even some weekends! How can the company let you go?"*

I can still hear his words resonate in my head. The fact is our 15 year old's image and perception of employment never got over that event – at least not until his 30's, when he came to work with us and our Outplacement business. After searching for a line of work for himself for years, he finally came to work for us, learning our process and understanding our passion for the business. Eventually, he became passionate about helping others through "career transitions".

When Bill had worked for a few other businesses, he chose to open an Outplacement firm, which we began in Charlotte. To my surprise he asked me to be the CEO. He said he saw skills and traits in me that made him believe would be a good basis for a CEO. He saw in me, what I didn't. but I trusted his insight and agreed.

Owning a business is quite different from being an employee, and there was a LOT to learn. I spent much of those beginning years taking classes, attending forums and workshops, in

LESSONS LEARNED IN 30 YEARS (Cont.)

addition to locating office space, purchasing equipment, setting up all office needs, plus locating an outstanding business attorney and CPA. Most people do not grasp all that is involved in owning and running a business. Plus it takes a LOT to gain business activity.

Bill and I are thankful to the many companies we have serviced and assisted. We always have done our best to help each business to manage their transitions and provide them and their workforces with the support and resources to succeed. THANKS TO ALL OF OUR CLIENTS!!!

THE NEXT CHAPTER IN BUSINESS: THE AGE OF ARTIFICIAL INTELLIGENCE (AI)

Across centuries and decades of the past, there have always been "changes, inventions, and a variety of new business ideas. As time passes on, there will always be some new mindset, inventions, or other changes to develop and affecting businesses.

Computers have impacted much of the current or recent past business world, but "**AI**" or Artificial Intelligence is taking us into a new world of "unknowns". Much of **AI** has drawn a picture of replacing many jobs and employees, while also conveying the potential for reducing costs and possibly enabling better production. So far, there have been examples of each to occur. What have you seen?

On the other hand, there have been many new occupations to be developed each year. Chances are more occupations will continue to be created. The fact is there will always be "changes" to occur. Artificial Intelligence is just one, and with each change, there will be a period of determining which ones will be truly beneficial. With every new invention something positive usually develops (i.e. the washing machine, electricity/lights, telegraph and telephone, etc.). Time will tell. The important thing is to allow for people to invent, and then allow time to evaluate their true value. We need to be sure to evaluate fairly and not miss out on those new products and services that could be beneficial to us.

WHY DIVERSITY IS A POSITIVE EFFORT

For over 200 years there have been numerous groups of people to make their way to the United States. Most have faced some amount of hardships and controversy, and some still receive criticism and mudslinging unnecessarily. However, most of that is unfounded and not based on fact.

In recent times our nation has been faced with more negative comments due to the large number of foreigners, who have sought asylum from their previous homelands. However, the fact is the United States has a history of opening their arms to those seeking refuge. It is not easy for anyone to leave their homes, much less ask for safe asylum from people who ridicule them and express negative remarks to them and make them feel unwelcome.

Understandably, we Americans are aware of the hardships that we are dealing with – losses of jobs, a struggling, debilitating economy, etc. Yet our ancestors came here with their own burdens. In addition to our declining economy, our whole nation is dealing with **increased violence**, and many fear that some newcomers include more violent persons.

Still, as has been experienced from the past, with added diversity grows a part of our society, more talent, skills, and intelligent people join our communities. Therefore, let us not be too quick to judge, but allow our new inhabitants to be contributors to our nation.

EXISTING & GROWING VIOLENCE

As mentioned in the above subject column, our nation is dealing with *more violence*, and it seems to be hitting all neighborhoods and a wide variety of ages. It is especially sad to see the many young people included in these scenarios. Some of them have been able to get their hands on guns in their homes, and others taking the weapons to schools, etc. Still other young children are shot due to “drive-by’s”. What can be done about this? There doesn’t seem to be any easy, quick answers.

EXISTING & GROWING VIOLENCE (Cont.)

In addition to these noted happenings, there are still others who are taking their rage to businesses, as well as to the “road”, driving with a vengeance. Many of the police are working hard to address these violent acts, but they can’t do it alone. It would seem much of this anger needs to be addressed in the homes of those full of violent tendencies. Surely, the parents of many of those can see the build up of their sons and daughters, who are consumed with negative emotions.

For those who are acting out their aggression by violent acts and harm to others, this is not the time to provide excuses but to address the problem head-on. All are encouraged to keep your ears and eyes open for any building up of anger and contacting authorities and experts who can take steps to avoid more harm.

WHAT IS YOUR CAREER STATUS?

If you or someone you know is struggling with their careers or potential career decisions, **Compass Career Management Solutions** could be a retail resource, if able to pay for our services. There are some free public services, if this is needed.

Compass Career Management can help you to think through some areas of a career search. It is important to review some potential areas of businesses and industries that you might find of interest or feel passionate about.

In addition to selecting an area of business for yourself, it is wise to be aware of your skills and capabilities within the industry of choice. Other points to consider include where the business is located, preferred hours of work, what benefits you need, rate of pay for such a position, etc. Often gaining such insight can be done via a Career Coaching session. Sometimes assessment tests are needed. Then once a career is chosen, help preparing for an interview, having a well-written resume available, and assistance locating businesses with such open positions are needed, as well as interview coaching. Visit www.compasscareer.com