



Factors of Strong Community



Love One Another

**COMPASS CAREER NAVIGATOR**

Publication Resource for All Business People

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**2021 – OUR COMMUNITIES CAN MAKE A DIFFERENCE!**

After more than a year of the deadly COVID and long weeks/months of seeking a cure, we continue to deal with a long emotional period across our country and beyond. Most people are feeling greatly stressed, depressed, financially strained, while crowds of people are lacking nutritional food with no place to rest.

Our country’s new administration is trying to get organized to address the many issues, with one of the first being the production and distribution of much COVID vaccine. With COVID spreading and morphing, it will take more time to produce more of the vaccine and be given to so many. This is a huge undertaking.

There are many people unable to get food or housing and need jobs. These times need strong measures but there’s no guarantees.

There will need to be plans for rebuilding our economy and jobs for our citizens. There is no magic wand. Still, as JFK said long ago, our gov’t can’ do it all, but *we must help each other*. It will be critical for our communities to resolve our challenges and work together. That includes wearing face masks, cleaning surfaces, washing our hands with soap and using bacterial sprays. It starts with each of us!



**AGGRESSIVE EFFORTS CREATED FOR A STRONGER BUSINESS FUTURE**

Some active, creative business professionals are using their innovative talents to develop changes for the “Queen City”. If staying informed about our local and regional businesses, you may know about insightful entrepreneurs and investors, who are willing to provide ways to help the Charlotte Metro become stronger and more successful.

Since 2020 hit most businesses economically, owners and managers sought efforts to help their businesses bounce back. Many of the younger generation are talented in stimulating growth.

Though most people look forward to stepping out of their homes, shopping online is not only convenient but is a nice break from fighting traffic, using more gas, etc. In fact, many online opportunities are financial savings. These talented achievers can often encourage others to develop ways to stimulate growth. By attracting eager interns and challenging them to be competitive, we see better services or products.

Those businesses, who have entrusted these opportunities to promising associates, can now move forward. Meanwhile innovative Interns and young professionals have gained experience and recognition. **Compass Career Management** is a transition expert, who coaches and strategizes.

**STRATEGIC LEADERSHIP**

- Strategic leaders make a major difference in how well a firm performs.
- Strategic leadership deals with the major purposes of an organization or organizational unit
- Five important components of strategic leadership include
  - ✓ high-level cognitive ability
  - ✓ multiple inputs to strategy formulation
  - ✓ anticipating and creating a future
  - ✓ revolutionary thinking, and
  - ✓ creation of a vision

## HOW DIVERCITY IN OUR COUNTRY IS VIEWED BY OTHERS



We need to listen to & understand each other.

Through 2020 the world saw our nation express frustrations and anger as there was much violence displayed with a central issue seen as racial tension (amid COVID). Even though slavery, ability for all to vote, and lack of educating all was addressed in our country over our previous two centuries, racial tension continues to exist.

What can be done to help our combined races to live in peace? No single race is superior to any other. Still, it is doubtful that all people will ever be able to avoid some arguments or debates on this. Is it necessary for every person to die in order to stop the emotional push and shove? Aren't our children worth a peaceful resolve?

The fact is "*all lives matter!*" No one should die or be killed to prove their value. Not only are all lives important and valuable, but each person makes a distinct and special contribution. No matter what race a person may be, each one has a purpose. Do you know what race the person was who developed the COVID vaccine? Probably not, though you are surely grateful that the inventor was able to help all those to continue living.

If anything, we should all be thankful that we have so many intelligent and capable people in our world. If you hold any negative emotions towards others who are different from you, now is a good time to realize that we all need each other.

Employers are encouraged to be open-minded, and each of us should be respectful of each other. During these difficult times, we all need to support each other. Now is a time for us all to be more patient and respectful. As Americans, we need to encourage a positive attitude and avoid unnecessary criticism. **It is important *that others see our country striving to heal and for mutual respect to prevail.* United we stand!**

## WHAT CHANGES ARE NEEDED IN 2021 FOR WORKFORCES TO FUNCTION BETTER



Past generations (after the Great Depression) focused on always saving for a "rainy day". Then as our country became more affluent, our younger generations stopped saving and tended to spend everything they earned. However, with COVID people have found themselves unable to meet even the most basic needs for their families (food, shelter, heat, etc.) This has been a tough lesson and reminder. More and more workforces have experienced businesses closing and loss of jobs.

Even if our new Administration plans to take tough steps to add new jobs, changes won't happen overnight. Meanwhile we all must be "**flexible**". All in a facility need to be patient and willing to shift with the tide. In addition, employees were asked to be "innovative" – looking to develop new products and procedures in order to survive.

Therefore, this year we need to remain innovative and creative, always looking for useful and practical ideas that meet new needs. In order to keep businesses alive, everyone is encouraged to think outside the box for new ideas benefitting our economy. We not only need to be productive, but we also need to keep expenses down.

Some people are choosing to become entrepreneurs and developing ways to grow a business. Once a new idea comes along, someone else contributes more to our base.

However, not everyone wants to be an owner. Instead, employers do need to recruit creatively, looking for different skills, talents and/or those who could handle new assignments or shift to a long-term project. Again, employers need to be flexible. This is not easy, but with our world experiencing many "unknowns", it is imperative.

It will be extremely important for employers to take "good care" of their workforces. Not just physically but emotionally.

## MANAGING SENSITIVE ISSUES IN THE WORKPLACE



The workplace is one of the most difficult places to handle a sensitive conversation. With co-workers and superiors nearby, no one is prepared or at ease discussing any sensitive topic. Whether it be about your work performance, company issues (i.e. reduction of staff, etc.), serious health concerns, or personal matters. Neither men nor women find the workplace to be a safe, sensitive, or noncritical setting for people.

First, the most important thing to remember is “not to assume the worst, nor attempt to inquire about other’s personal business”. Secondly, if you learn of personal information, be careful not to share such data, but to be sensitive to others as you would want others to do for you. Furthermore, discourage others from jumping to conclusions or spreading gossip.

When you might hear of a private or sensitive matter, it is easy for our emotions to get ahead of ourselves. We need to stop and think about the situation and be cautious on how to react.

Any workplace is liable to encounter an employee with personal problems or issues, or even multiple employees confronted with how to handle a sensitive matter. Too often this situation leaks out into the workplace, and Human Resources or Management has to get involved.

Be respectful of your co-workers and avoid getting involved or spreading rumors. No matter what - don’t jump to conclusions!!! Gossip can be terribly hurtful. The last thing you want to do is to share info, then realize this was false.

Even if you are informed of confidential business information, be very careful NOT to share with others. The company will share any announcements when appropriate. Even if the information involves you, keep it to yourself. **Be wise and learn how to behave responsibly.**

## EMPLOYEE VS ENTREPRENEURSHIP – WHEN OR WHICH IS RIGHT FOR YOU



*Examples of Entrepreneurs*

Employee or Entrepreneur? Which is more like you? Many people have tried both. Although once you have been a business owner, most find it hard to return to being an employee. However, owning a business is a HUGE responsibility!!!

Most would surely say that they understand what it is to be an employee. You are responsible for the job or position you hold, including working specific hours and other requirements, and you are paid by the business owner. From your earnings, a portion is paid to the government to cover your taxes, social security, benefits, etc. (There are some variances.)

When you choose to become a business owner or entrepreneur, you are responsible for many other areas, that have heavy requirements.

Some of these are legal requirements, which you would probably select a business lawyer to manage in order to have all appropriate documents signed, paid, and processed. In addition, there are specific accounting aspects to be in place. If not an accountant, you would probably hire a certified public accountant to be sure all of these legal documents are properly handled. It is definitely wise to have all your legal paperwork and certificates processed appropriately.

As a business owner you are required for all legal documents to be processed, before you can promote your business and attract customers. However, today with COVID many businesses work from various locations by using a laptop and the internet. After 2020 many businesses have become quite comfortable managing their business virtually. This brings us to discussing how you would market your business. What kind of branding would you use?

## **EMPLOYEE OR ENTREPRENEUR** (Cont.)

Of course, prior to selecting your workspace or marketing oneself, you would need to develop a Business Plan, which would include a budget. Your CPA would be a good person to help you with designing your business' budget. One factor is a matter of how much money you have to invest in the business. Many experts encourage having at least 1-2 years of funds to begin your business, although you could require much more.

Other factors should include your health, how much insurance you have, etc. Some people choose to own a "franchise", as they usually have a lot of materials, and other items that benefit a business, starting with pre-arranged items.

**Compass Career Management Solutions**, who are "transition experts", can offer some guidance and information if interested in becoming a Business Owner. Our efforts can even include the names of some credible resources for a business, if needed. If interested in learning more, contact our office: 704-849-2500. The important part of this decision is to learn the facts and see if Business Ownership is for you.

## **TAKING THE TEMP OF THE JOB MARKET BY JOB SEARCH CANDIDATES**



*How Do Job Search Candidates Feel About Today's Job Market*

Just like the Job Market in 2020, the same stress and tension exists in the Job Search Market in 2021. There are some people, who have chosen to try being "Self-Employed" or doing "Contract Work", but there are no guarantees they can earn enough to cover their livelihood. However, those in the Job Market will surely relay that today's Job Market is VERY competitive. Each person must be extremely organized and handle their job search strategically. Not only does a Job Candidate need to be sure and clear about the position they want, but to be current in all their skills. No one can dare try to be evasive or

stretch the truth about their experience, education, etc. Employers are screening everyone very closely. Though a resume won't get you a job, the information must be accurate and expressed effectively, being written professionally and drafted so as to be very clear and formatted appropriately, noting each employer and position you have had, as well as sharing your strong skills, benefitting a business.

Therefore, the conclusion is the Job Market can be like being under a microscope. Candidates are examined closely. Still, don't give up, but do all you can to strengthen your own capabilities.

**Compass Career Management** has over 26 years' experience helping people to successfully manage a Job Search. Contact: [rcrigger@compasscareer.com](mailto:rcrigger@compasscareer.com); 704-849-2500.

Compass Career Management Solutions are experts in Business & Career Transitions. We help you explore career options and teach you to manage a job search. Visit Compass Career Management's website today:

[www.compasscareer.com](http://www.compasscareer.com); or call 704-849-2500; or email Robyn Crigger at [rcrigger@compasscareer.com](mailto:rcrigger@compasscareer.com).

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**Compass Career Management Solutions** was established in 1994 as Outplacement/Transition Experts, serving multiple industries in 35 states. Our clients value our quick response, personalization of services, and providing professional, comprehensive assistance.

Some clients include John Deere, Dixon Hughes Goodman, Extended Stay of America, Lincoln Harris, Concrete Supply, Charlotte Center City Partners, CRVA, Barnhardt Mfg., Sharp USA, Simonini Bldrs., Coca Cola, Family Dollar, Autobell, Atotech, Bestco, Crowder Construct., United Way, Midrex Tech., Grubb Prop., The Employers Assoc., Proctor & Gamble, etc.

We are *human-resources experts*, focused on "transitions", providing Outplacement, Supervisory & Mgmt. Training, Workplace Behavior Forums, etc. Visit our website: [www.compasscareer.com](http://www.compasscareer.com); 704-849-2500.



*The Winds of Change Bring Opportunity!*