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CURRENT ISSUES

As spring ends and summer begins, we not only prepare for hotter temperatures, but most will look forward to “summer vacations”. However, our economic situation still has increases of costs/expenses affecting our budgets – at home and work. (Ex: prices of airline tickets, fees, etc.)

Though the government has allowed for an increase in some salaries, there are businesses, who say they cannot afford these and thus have reduced workforces or closed facilities.

Until I became a business owner, I didn't fully understand this. In fact, there are many aspects of running a business I didn't grasp until dealing with this on a daily basis. There are so many expenses a business owner has, and it takes time to learn of valuable business resources.

There are also many unexpected events that can negatively impact a business. An owner needs to stay informed as well as locate credible venues that can benefit an owner and the business. Owners, who read dependable professional materials, join and attend business owner organizations, and research what efforts can really assist the business and its workforces, may then have a chance at growing a healthy business. Still, even then unexpected events can happen. Employees need to be understanding of this. There are many good business owners and employers, but they can't control everything. It is wise for there to exist good communication between employers and employees. It takes both to have a healthy and thriving business. Be open to a mix of healthy communication exchanges! That includes listening.

THE VALUE & IMPACT OF BETTER COMMUNICATIONS WITH YOUR ORGANIZATION

Employers could be a good support of their employees, especially regarding their employees' future retirement if both sides could trust the other. Employers would value being informed about when an employee was planning to retire, to avoid being caught off guard and find themselves missing key skilled employees when needing them most, but an employee may feel uneasy confiding about such an important decision. Finding talented, experienced employees, who are also responsible, is a huge undertaking. And losing such talent can leave a business in jeopardy without a good replacement. So how can an important topic be shared?

Many employees want to avoid being taken advantage of if the informed employer hires a “replacement” prematurely.

On the other hand, if the employer and employee were of high morals and integrity, these two should be able to devise a fair and mutual respect in this matter.

In fact, employers would be wise to provide progressive employees with training and development to enhance their earnings with growth opportunities. This helps to keep valuable employees longer.

When employers show the workforce a healthy respect for their future potential,

THE VALUE OF BETTER COMMUNICATIONS (Cont.)

those employers have a chance of attracting better employees. An employer's positive reputation spreads quickly.

Providing a supportive work relationship is highly valued in employers. It is also wise for an employer to provide credible resources regarding realistic and practical information that could benefit the lives of their workforces. What info would employees value? Money management, health tips, what places offer ways to save on common needs? A useful resource for your workforce will be beneficial.

THE IMPORTANCE OF BEING KNOWLEDGEABLE RE: BUSINESS TRANSITIONS

Employers, what would you do if you found yourself faced with the need to downsize or even the possibility of closing your business? Where would you start with this process? What steps would you need to take and in what order? What would you consider top priorities?

If you had to tackle an extensive transition, wouldn't you like to handle it in such a way to demonstrate your traits as a professional, conveying your desire for another chance in the future? Wouldn't you want your employees to know that you did all possible to avoid extreme hardships for them?

You have surely seen other businesses, who have cut staff or closed a facility with an impression that they (the employers) were just doing what was easiest or the quickest path for themselves. Such businesses tend to have a bad reputation in the community.

Even with the government's offer of the "unemployment department", it can still be viewed that the employer took the easiest route, not giving a second thought for the concern of the workforce. Many business owners aren't even familiar with transition resources or outplacement firms. Since our

economic status is so volatile, owners are encouraged to become better informed of such venues. Transitions and changes are more common than not. And if business owners want to have a *positive* professional reputation of being resourceful and responsible as an employer, possessing this trait is critical for your future. (Become familiar with credible "business transition experts" or "outplacement firms" – like *Compass Career Management Solutions*.)

ARE YOU PREPARED IF VIOLENCE OCCURRED IN YOUR WORKPLACE?

When watching the local news and seeing sudden violence erupt, do you ever ask yourself "what would I do if that happened to my business?" If you haven't, you should! Such events are happening more and more every day! This could begin with the disagreement of two employees and then more people could become involved. The topic of "Workplace Behavior" is one that would be a proactive effort to help avoid topics that grow from misunderstandings and a lack of communication.

Providing a venue to encourage mutual respect and communication could resolve future, potential arguments. We have used this process to share insight and help to understand our differences and enhance a stronger working relationship. We are here to encourage ideas and sharing resources.

COMPASS CAREER MGMT SOLUTIONS

Robyn Crigger (CEO) and Bill Crigger (President) have owned and operated their Compass Career Management business since 1994 (30 yrs) with our main concern was to help businesses & individuals, facing the agony of a business or career transition. Such events affect people and families.

Our firm has worked in 35 states, now focused on the Carolinas and Virginia. We assist a variety of industries and address other related issues, which involve human resources. You are welcome to visit our website (www.compasscareer.com)