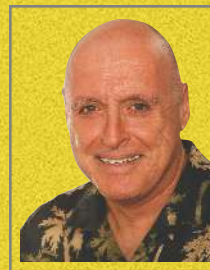


THE EXTRA POINT

BY JERRY ROBERTS



1112 Great Transformation vs. Great Resignation

Some days this little program has a topic that touches the majority of listeners. I'm happy for that. Other days, however, I know that what I've written and voiced here is meant for only a few, the few who are at a crossroads and are seeking a direction. I know it's these people who will take the information and do something with it. I'm Jerry Roberts, and today is one of those days, next, on The Extra Point.

His name is Joe, and he had worked in the finance department of his company for over five years. He liked the organization and his coworkers, but the last year had not been a pleasant one for him.

His boss, loved and respected by all, was retiring and the replacement was very different. He was loud and abrasive, reprimanded workers publicly, and tossed heaps of extra work on that made staff members work evenings as well as weekends. The manager had been extremely critical of Joe for almost a month, and Joe's wife had urged him to quit his job.

Leaving the office late one night, Joe ran into the CEO, a man he highly respected. The two men spoke for a few moments and the CEO saw nervous tension on Joe's face, and asked what was wrong.

Joe told him he was thinking of resigning his position, that he felt he might be happier in a new setting. The CEO took him into his office and tried to get at the reason for Joe's feelings. Joe told him he felt he didn't want to work in his current job any longer, but didn't want to complain about his boss. He said he felt they were two very different people, and that the boss might also feel better if he left.

The CEO, a smart leader, thanked Joe for not trying to trash his manager. He said differences happen and sometimes a job change can help. He asked Joe if he would consider staying

with the company if there was a suitable job available. Joe said yes, and the CEO asked him to see the HR manager the next day. He did, and within a few weeks he had a new job and a new positive outlook.

I know there are workers who have left a job or feel their current job isn't good for them. They don't like their boss, or feel they've been unappreciated, overworked and underpaid. There are also people who simply want a new opportunity. They want to do something else.

I talk with workers, HR managers, and I follow the employment trends in the news. I think I have a reasonable understanding of how both management and talent see the workplace today. With that as a background, I have a few observations.

1. If you like your company but not your job or boss, talk to your HR manager or business owner if there is no HR person, and ask what other positions could be available. You might find the job you want right there.
2. If there is nothing immediately available, ask what positions might open up in the next six months or a year. If there are expansion plans which haven't been announced, they might be willing to designate you for a future role.

If there is more than one company in the corporate family, ask about transferring. The CEO of Virgin Atlantic, Richard Branson, once said that his company spent a lot of time and effort prior to hiring someone, to determine if he/she was good for the organization.

If, for some reason, the person didn't work out in the job they were hired for, they would do all they could to find them a position in another Virgin company. They saw it as simply a bad fit and looked for a better one.

(Con't.)

3. If you're a respected worker, they might even create a position for you to make sure you don't walk out the door. It happens all the time.

4. Be like Joe. Don't badmouth your manager. You can say there are significant differences between the two of you, and you'd rather work toward a better situation. Leave it there. That says good things about you.

It's possible that none of this will work out for you, and you'll end up leaving anyway. That said, what if you never ask what your current employer might have for you, and later find there was a job you would have loved?

I think it's worth a try to think transformation, before you get to resignation.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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