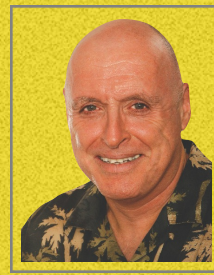


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1746 Comparing Large vs. Small Employers – Part 2

Yesterday, we began to compare why a worker would want to choose to join up with either a larger organization or a smaller one; as well as the pros and cons of working for each. We ran down a list of benefits for both in the first part, and you can pick that up at [guamtraining.com](http://guamtraining.com), transcript #1745. Today, we look at the other side of the equation, what might be seen as negatives, and the drawbacks in choosing one or the other. I'm Jerry Roberts, and we'll have that for you, next on The Extra Point.

Today, compare what some folks might see as the downside of working for larger and smaller employers. These are in no specific order. Here we go.

1. Too much organization. It's that word "organization." Large entities often have too much of it, with several levels and lots of processes. Sometimes, you're looking for a quick answer and you can't get it because you have to follow the "chain of command" — and that can take time.

If you work for a small company, you may have more freedom to make decisions, or at least be able to get to the decision-maker much faster.

2. Employees may feel like just another number. This is not the experience in a small business, where there are far fewer people on the payroll. That said, as a company grows, some of the personal touches begin to go away. For some it's when they hit 50 employees. Sometimes, it's even less.

By the time a business is in the hundreds, the warm and fuzzy personal aspects may remain at the team level, but rarely throughout the organization.

if your senior leaders can't identify every worker they encounter throughout the day and be able to give some kind of detail about them, your company has outgrown some of those warm and fuzzies. Can you identify everyone and tell something about them?

3. No shared leadership. Employees in large companies may find that most decisions are made by a relative few people. By the time anything reaches the lower levels on the org chart, decisions have been without much if any input from people at those levels. If you want to have a chance to influence leadership, the smaller business may be for you.

4. Thin leadership. This is where one person really runs the show and makes most of the decisions. What if something happens to that individual? Will the company be able to survive a prolonged absence?

Larger firms have more talent in place who can step in. This increases their odds for success.

5. Training may lose impact in big companies. Let me explain. Most HR managers have far too much to do to monitor training, and if participants actually do anything with what they learn. In my opinion it's not HR's job. That falls to the worker's immediate supervisor. But what if that person isn't trained well?

In a small business where training budgets are also small, there may be more focus on follow up and making sure the training sticks. This adds value to the workers involved.

6. In big organizations, change can be slow, sometimes painfully slow — and it may never come at all. This isn't always the case, but it's frustrating when you know something needs to be done and the wheels turn unimaginably slow.

Many young people who initially worked for big employers and moved on, reported that this was one of most maddening aspects of their employment. Things were done a certain way because they had always been done that way, they made a case for change and nothing happened.

(Con't.)

In the past two days, I've tried to cover some of the key areas that help to define the good things and the other things of working for larger and smaller employers.

We obviously didn't get to everything. There are plenty of subtle factors that can influence the working experience in both cases.

In general, if it's strictly salary and benefits that concern the individual, the larger employer may have that advantage.

The bigger organization may also win when it comes to job security. That being said, their rules may be more restrictive.

Both offer opportunities for the right-minded workers. Larger firms may have more variety. Smaller companies may be able to give more attention.

When it gets to culture, flexibility, and those warm and fuzzies we mentioned, those often are in the smaller company's column.

If you're thinking of changing jobs or you or a family member is preparing to enter the workforce, take some time to think about the kind of experience you're looking for.

Whichever way you decide, do everything you can to deliver value to your employer. With that kind of attitude and approach, you'll be the kind of worker every organization will want to hire and keep.

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

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