

HOPE

July 2007

The BRIGHTON GROUP

Partners^{Inc.}

The Brighton Group/OI Partners Inc. is a locally owned and managed consulting firm specializing in career and organizational transition services. In-depth, one-on-one consulting is the core of our distinctive approach.

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Letting leaders go can be a difficult decision, especially when there is a positive work relationship and perception that letting this person go may put them in a difficult re-employment situation. Three scenarios often surface a reluctance to let a leader go.

1. Longer-term leaders who are no longer key players in the organization and whose termination would present a significant disruption both professionally and personally.
2. Maverick leaders whose work and relational style get mixed responses and are trying to turnaround a somewhat checkered work history.
3. Outdated leaders whose work has not required keeping pace with their field and now face a very limited market for their background.

In the absence of any real hope that these leaders will find rewarding work life after termination, a false hope arises that these leaders will leave of their own accord. Not likely! Many leaders have an inherent emotional attachment to their work that makes it very difficult to recognize it's time for a change unless an opportunity finds them.

If a concern about a leader's limited career opportunities is postponing the right decision for the organization, it's time to take a closer look at the career options, both traditional and nontraditional, that could open up for these talented individuals. Consider the following:

- Some have been privately toying with a business idea, and job loss triggers a more serious and energized effort in the direction of starting a business or purchasing a franchise.
- Others find new self-awareness during job transition that leads to a lesser role or smaller organization that plays to their strengths.
- Several struggle with corporate life and finally recognize that consulting work or contract assignments provide both the challenge and the continuity they seek.
- Still others pursue avocational interests, philanthropic endeavors, or nonprofit employment that provides a much-desired sense of mission or taps into a passion that brings a new vitality to work.



Sometimes it makes business sense to preserve a leader after her/his best contribution has been offered. However, it rarely makes sense to extend a leader's stay because of employability concerns. Hope may not always spring eternal, but it certainly surfaces in diverse ways on the heels of job loss. Time and time again, while coaching senior leaders through job transition, we hear that "being let go" was an uncomfortable but surprising gift. Make the right call; everyone will be better for it!

"A Better Human Experience...For A Better Business Outcome"

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