

ENGAGE



January 2011

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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No one in the current workforce has experienced such a devastating economic climate as in the past three years. We are all in new territory and are adjusting to its impact. Going through a recession of this magnitude has side effects related to employees who are vulnerable and at risk. This down cycle reshapes the behavior of people toward their career and work. Without exception, everyone knows people out of work (some in excess of one year), families financially harmed, or careers derailed. Often these people are known as hardworking, contributing employees. The question that surfaces regarding the employee relationship or how the employee contract is evolving, is it a new threshold of understanding, a new view, or a recalibration?

During the recession, employees evaluate their work experience with new eyes. The entire arena may be reviewed: The employee may question the mission and values of the organization as they are practiced. Do the product or service offerings meet the real needs of the customers? How are the customers valued and listened to? What is the efficiency of the company's output? What are the opportunities? Are management strategies well chosen and maintained? What value is placed on the employee? Can I make a difference? Do I count? What kind of an experience do I get from being here?

While management must do layoffs, streamline the organization, and refocus product offerings, they have the challenging task of maintaining high engagement, getting vibrant contributions, and aligning productivity to preserve and further the enterprise. Can the organization minimize the number of employees who see themselves as victims and opt out or develop an "it's not my problem" attitude?



Navigating through stressful times tests the character of management. The platform is there to build a strong, cohesive and engaged workforce, and the company can redefine the employee contract in its best form.

"A better human experience . . . for a better business outcome"

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