

THE BRIGHTON GROUP

an OI Partners company

SURVEY: NOT ALL LAYOFF SURVIVORS HAVE RIGHT STUFF

Ways for Workers to Show They Have Needed Skills

MEDIA CONTACTS:

Lee Foote

Managing Partner

OI Partners - The Brighton Group (Bellevue)

301-116th Avenue SE, Suite 105

Bellevue, WA 98004

Phone: 425-749-5707

E-mail: lfoote@oipartners.net

Bellevue – July 26, 2010 – Although large-scale layoffs have mostly ended, those who have survived workforce cutbacks may not be completely out of danger as the sluggish economy persists, and companies are preparing to make more adjustments. Employees need to demonstrate they have the skills their company desires for the present and future – or that their employer should invest in developing them, according to a survey by **OI Partners-The Brighton Group (Bellevue)**, a global talent management firm.

- Greater than half (52%) of employers reported that some of their managers do not have the right skills to achieve their business goals. More than one-third (35%) said some of their executives lack the necessary skills to move their organizations forward.
- Inadequate management skills such as leadership, motivating people, and building teamwork are the top reasons why executives and managers today are not working out. 65% of surveyed companies cited deficient management skills as the main reason why executives are derailing. It is also the No. 1 reason why managers are not succeeding, according to 56% of employers.
- Almost twice as many companies cited inadequate management skills as the main reason for executives not working out (65%) as those that blamed insufficient job skills (35%).
- The surveyed employers also want executives and managers to adapt to changes that have occurred in their jobs and workplaces. 53% of companies cited an inability of managers to deal with changes as a major barrier to succeeding, and 45% of employers said executives also need to make adjustments.

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OI Partners-The Brighton Group received survey responses from 262 mainly large and mid-sized employers.

"Many companies that have laid off workers are now evaluating whether their employees have the right skills for today and tomorrow. A company's needs change continually to meet the prevailing conditions. The skills that may have been right to lead and manage businesses through cost-cutting and layoffs may not be the same needed to refocus and grow," said **Lee Foote, managing partner of OI Partners-The Brighton Group** (www.oipartners.net <<http://www.oipartners.net>>).

"Employers are assessing their management strength and determining which employees currently have the skills critical for success, as well as which workers they want to develop further through coaching and other training," Foote added.

OI Partners-The Brighton Group recommends the following ways for employees to show that they have the right skills, or are worthy of career development:

- Demonstrate your ability to motivate others and build teamwork. "Businesses most want to retain and develop people who can motivate and inspire others. With raises and bonuses limited, managers and executives need to design low- and no-cost ways of keeping people motivated, including recognizing contributions and expressing appreciation through face-to-face meetings, personalized emails and notes, and inexpensive tokens of thanks," said Foote.
- Watch your attitude. "Companies do not want to retain or develop employees who continually complain about changes that have been made in their jobs or workplaces. Accept these and discover new ways you can contribute," said Foote.
- Ask your boss for suggestions on how you can improve your performance. "Don't wait until a formal job evaluation. Communicate regularly with your supervisor," said Foote.
- Verify that you are keeping your professional knowledge and skills up to date. "Take additional courses, attend conferences, read trade journals and industry publications and websites, and share this with your supervisor," said Foote.
- Spread the word about your successes and accomplishments. "Don't be uncomfortable or shy about promoting your achievements to your boss. Forward positive emails and letters you receive from clients or customers in an under-stated way without boasting," said Foote.

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- Volunteer for opportunities that will enable you to showcase your leadership and motivational skills, including civic and community endeavors.
- Offer recommendations on improving operations, increasing business, or cutting costs.

About OI Partners

OI Partners is a leading global career transition and coaching firm that helps individuals find new careers and employers to improve the performance of their employees and organizations. OI Partners is comprised of certified career management professionals who specialize in executive and group outplacement, executive coaching, leadership development, workforce planning, and talent management. The company was established in 1987 and is now located in 200 locally-owned offices in 27 countries with more than 100 U.S. offices. Please visit www.oipartners.net <<http://www.oipartners.net>> or call 800-232-5285.