

## Finding the right organization for you

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It is often said that the best jobs never hit the papers. Organizations are always impressed by good candidates who have done their homework and made an innovative approach to them. So,

### Finding the right CEO

The more senior you are the more important it is to know what the current CEO is like. From my exposure to CEOs through consulting and auditing the truly great ones who change all those who they contact are less than one in every hundred. So if you hear about one, move heaven and earth to get a job there

Here are some of the approaches you could adopt:

- Ask all your contacts, "who is the best CEO you have worked for?", "what made the CEO so good?" / for every good CEO there are about nine average ones
- Read better practice books as stories will start emerge about the practices of these truly great CEOs
- Monitor all the major forums and take a note of the CEOs who are talking about making change, challenging the mind set, these are the ones you want to work for.

### Finding the right Manager to work for

I was giving a course in Australia and after the session I was having a drink with some of the attendees. One attendee, who had attended with their boss, asked me about a dilemma he faced. He had been approach by a head hunter to join another company. I asked about his boss. This is what he said " She is incredibly supportive, innovative, for example she attended this course with me today, She is so good that she was brought in by the CEO who had worked with her previously." " She is most certainly a high flyer".

I had already met her on the course so I was not surprised by the comments. When I pointed out that having one manager like that in a career is considered lucky, he immediately could see that moving was not the right decision to make.

Whilst being head hunted is very flattering remember the following:

- The worse managers are generally the biggest con artists, they promise everything and deliver on few of their promises. Talk is cheap for these people – they have to be good at lying as no one would work for them if they told the truth!
- Good and great managers have staff who have stayed on a long time, so if their direct reports are turning over quickly you know that it is a dysfunctional team / organization
- Each move is a risk and you need to be compensated for it. Why move for less than a 20% increase unless you know that the other organization/ CEO/

Manager is truly great – it that circumstance moving for a pay cut could be a worthwhile investment.

Before moving jobs check your score on this list:

<b>MOVE or NOT checklist</b>	
<u>Current Manager</u>	
Do you enjoy working with your manager?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you still learning from your manager?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is your manager well respected and liked in the organization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has your manager had a good career to date and thus likely to continue upwards?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is your manager in the inner circle with the CEO?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<u>Current Organization</u>	
Is there further potential for you in the organization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are there other managers in the organization you would enjoy working with?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you proud about working for your organization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is your current rate of pay in the top third for your position and experience?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you given good training and development opportunities?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Number of Ticks	Advice to you
7-10	Really stupid to leave, the grass is not greener on the other side of the fence
6-7	Only move on if the organization or manager is changing for the worse
3-5	Start looking for a new position elsewhere, but only leave when you have another job lined-up
Less than three	You should have left ages ago