



Article from

## **The Stepping Stone**

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WHAT WOULD YOU DO?

# Opportunity Knocks?

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Here is our 11th entry in the “*What Would You Do?*” series.<sup>1</sup> Write to me at [SteppingStone@JHACareers.com](mailto:SteppingStone@JHACareers.com) to tell me what you would do. In the February issue, I’ll compile the responses received (preserving your anonymity, of course), along with what actually happened in the real-life situation.

Help me craft future case studies. Write to me about your own challenging, surprising or nightmarish situations involving business, leadership, management, or any of the topic areas covered by *The Stepping Stone*, and what lessons you learned from them. I’ll collaborate with you on turning your situation into a simple case study, being careful to ensure no one is identifiable. And share your own thoughts (pro and con) on the series as a whole at [SteppingStone@JHACareers.com](mailto:SteppingStone@JHACareers.com).

## OPPORTUNITY KNOCKS?

Michael built and runs the actuarial department, reporting to the chief actuary, Harvey. For several years, he has been Harvey’s only direct report, and their previously strong relation-

ship has eroded. Then Harvey announces that Michael is moving into a newly created corporate development role, reporting to the president (Harvey’s boss), with no staff, and that Michael’s prior direct reports will now report to Harvey.

Michael is compensated well, really enjoys working for his current company, and it is only 10 miles from home. However, he is concerned that he had no input into or warning of the reorganization, and while corporate development sounds interesting, he wonders whether it is simply a makeshift role with an uncertain future.

What would you do? ■

### ENDNOTE

<sup>1</sup> Past issues in the series have considered whether to demote or fire a difficult employee, performance reviews and their aftermath, interview challenges from both sides of the desk, evaluating job offers, a difficult product decision, how to build connections with the home office, and career decisions. To catch up on the entire series, which started in May 2013, check out back issues of *The Stepping Stone* on the Leadership & Development (L&D) website at [www.soa.org/ld](http://www.soa.org/ld).



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