



Article from

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WHAT WOULD YOU DO? Stay or Go?

By John West Hadley

Here is our next entry in the “*What Would You Do?*” series.¹ Write to me at SteppingStone@JHACareers.com to tell me what you would do. In the November 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.

STAY OR GO?

Hardy had recently taken over as the product line actuary, a new role in the wake of the merger of his company into its parent. He was located at his company’s remote office, where he had been responsible for the actuarial work for several lines, including that one, for some time. Now it was receiving new scrutiny as the line reported up through a different operation within the parent.

It was quarter-end, and Hardy had arranged (and been approved) to take a few days’ vacation to attend his 20th college reunion on the West Coast, back to back with a three-day trip to the parent for its annual leadership conference. On the final day of the conference, his new boss came to him with questions about the third quarter financial results of his line, which were worse than expected. Hardy called back to the company and did his best to answer them, but would need to do substantial analysis, far beyond what he could accomplish prior to his trip, to fully satisfy his boss.

Hardy had been looking forward to this trip for some time, and had actually done a lot of organizational work for the reunion, so that people were counting on him to be there. His wife was also looking forward to the trip, and was flying out to meet him there. He would miss only two more days of work.



On the other hand, this role was a new one, both for him and for the parent, and he was one of few people being retained in the wake of the merger. The parent company gave quarterly financial result variations much greater scrutiny than his company had, and he was worried that he might not be seen as a team player if he waited until his return to dig into the issue.

What would you do? ■



John Hadley is a career counselor working with job seekers frustrated by their search and professionals struggling to increase their visibility and influence. He can be reached at John@JHACareers.com or 908-725-2437. Find his free *Career Tips* newsletter and other resources at www.JHACareers.com.

ENDNOTE

¹ 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 Section website at www.SOA.org/ld.