



Article from

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WHAT WOULD YOU DO? Changing Horses

By John West Hadley

Here is our 12th 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 May 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.

CHANGING HORSES

After many years at one company, Jim finds himself working for much younger actuary who seems not to respect his contributions. After one too many run-ins, he decides to take early retirement and seek a new role elsewhere.

Jim has a number of good networking meetings, including one with Louis, the chief actuary of a large, local company of great interest to him. They hit it off, but there is no current opening.

He receives an offer from a strong insurer in another city, but the job level isn’t quite what he wants, and he discusses that with his prospective boss. She is sympathetic, but there is no room for negotiation. He respects her for being open to the conversation, and also up front with him about the possibilities. Everything else about the job is exactly what he wants, so he accepts. Relocation is included, and the process will start in a week.

A few days later, Jim receives a call from Louis, indicating that his valuation actuary has just turned in his resignation, and they both agree that Jim is the person they want to fill the role. Jim is worried that entertaining such an offer will burn bridges with the other company and prospective boss, perhaps damaging his professional reputation.

What would you do? ■



John Hadley is a career counselor who works with job seekers frustrated with their search and with professionals struggling to increase visibility and influence. Reach him at John@JHACareers.com or 908.725.2437. Find *Career Tips* and other free 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.

