



**SOCIETY OF
ACTUARIES**

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The Stepping Stone
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WHAT WOULD YOU DO?

Parting Company

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 next 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.

PARTING COMPANY

Felicia is a career ASA who has worked for Raj for several years. Raj enjoys having Felicia on his team and considers her a very good employee. The only issue has been that Raj's boss, the chief actuary, doesn't appear to value her as much as Raj does.

Felicia comes to Raj to turn in her resignation, as she has received an offer from another company in the area. Raj is quick to congratulate her and wish her well, and he asks about the new role with sincere interest. As she describes it, he gets the sense that she is not excited about the move.

If you were Raj, what would you do? ■



John Hadley is a career counselor working with job seekers frustrated with their search and with 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; miscommunications; 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/sections/leadership-development/.

