

The Rumor Mill Starts Grinding Big Time When 'The Big Guy' Leaves...

At the company meeting, the announcement was made that the "Big Guy" will be leaving the corporation and his new successor named. Immediately after the announcement is made, the rumors start, speculation begins and everyone begins to feel very nervous about their future.

- What changes will take place?
- Will the new boss bring in his own staff?
- Will the company be reorganized?

How the company addresses these questions and concerns ultimately will affect the employees' future success. We offer some ideas to cope with the upcoming changes.

The corporation should announce and address these positive management changes as soon as possible to the staff and be truthful about the future plan-where existing managers will play key roles and what time frame changes will occur. Reassure all employees that this is a positive change for the company and for its future growth. Do not let the rumor mill dictate these announcements. Anticipate reaction prior to and throughout the transition period.

The employees should remain calm and positive through this transition period. Most likely, changes will be implemented gradually. Welcome the new leader and the future changes as a chance to grow with the corporation. Unless changes were announced that there would be staff reductions, you will be part of the new team and your expertise is valuable. Seize this opportunity to demonstrate your job knowledge and loyalty to the corporation. Remember that the former "Big Guy" was someone who depended on you for your expertise. This confidence can be beneficial for possible promotion under the new leadership.

For the new leader: The first 90 to 120 days will be a challenge, but your new position will enable you to get to know the makeup of the corporation and whether or not any changes will need to take place. A plan was probably discussed prior to your arrival and it is up to you to implement it within the organization. Build confidence with those managers that you will rely on to implement change.

All companies experience change in order to survive, especially in the world of computer technology. Perception and lack of information create turmoil and uncertainty.