



Forward



Share

Stand Out in the Midst of a Reorganization

June 2023



It can happen with only a moment's notice and then instantly you're in the chaos of a reorganization. What does that chaos look and feel like?

Here are some things you might encounter:

- Some people you've worked closely with and relied on for various aspects of your role are suddenly gone.
- You may or may not know to whom you are reporting, or if you do know, that reporting line may only be temporary.
- A good portion of your team may be gone, but the work of your teams that's left hasn't been correspondingly reorganized and suddenly you have the same amount of work to handle with fewer people.
- Roles may now be unclear as may be job descriptions and assignments.



Are you seeking a
PROMOTION
or perhaps
A NEW ROLE
in or outside your
current organization?

Take Advantage of
a **COMPLIMENTARY,**
NO-OBLIGATION
COACHING SESSION!

**CLICK HERE TO
EMAIL JOY!**

I am an
experienced
career coach. I work
with folks who are in the
early stage of their career
all the way to individuals in
the C-Suite who are seeking
a new position or promotion,
internally or externally, and
those starting a new role.
Let me share a little about
the process I use to help

- Suddenly, the status of the projects you were working on is in limbo.
- Goals and priorities may be temporarily undefined.
- There may be another wave of layoffs coming.

So what do you do? How do you show your continuing worth as a valued employee who the company needs to keep?

First, be the calm in the middle of the storm.

A simple way to show your worth to many is to be the calm person who draws others in, calms them, helps them to focus and stay positive. That obviously means you need to be able to demonstrate calm, focus and positivity yourself.

Start by assessing

1. ***What's gone?***
2. ***What remains?***
3. ***What's possible?***

My pastor demonstrated this type of calm when the Covid shutdown happened. She shared those three questions with all of us and used them to quickly knit together a strong participative online church (the people) not just an online service. Her calm and leadership helped the church to create new ways to connect, provide help to one another, and meet needs in totally new ways. She remained calm, looked for the gaps that needed to be filled and helped us find new ways to address what was needed.

In order to do #3 below, you need to be the calm in the midst of the storm to step back and be able to see clearly the opportunities that may be before you!

Second, meet with whomever you may be reporting to, if you know.

Go to that meeting well prepared with the right questions. For starters, to the extent that the person knows, ask what goals and new priorities they have been charged with and how you can support him/her going forward. Be prepared that they may not yet know. So, to prepare for that... keep reading.

Third, prepare your own plan to present to your leader or carry out in the absence of

you land in the RIGHT job and then start strong to show that you were the right choice!

First, I will work with you to understand and help you get clear about what you want.

Second, I am skilled at helping you uncover strengths and skills you don't recognize in yourself. I'll show you how to dig deep and raise your awareness of the value you bring to a potential employer.

Third, it's not enough to recognize your value. I will help you develop your "elevator pitch" and learn how to characterize and communicate your value, skills and strengths in ways that cause networking contacts, interviewers and hiring managers to sit up, take notice and remember you in a very positive way.

Fourth, I will show you effective ways to broaden your network and open doors.

Continually, I will be a thought partner through your job search or promotion process and beyond. I will help you strategize for interviews, serve as a consultant in preparing for and negotiating job offers, and walk you through a process to prepare for your first days on the job and make onboarding a tool you use to fast-track your success in the first few months.

Reach out for a

any assigned leader.

To prepare for such a plan, think strategically about what you know about the new direction that's been shared, if at all, and look for what must be done as part of the business to meet those goals or objectives. What pieces are most critical to keep going or to newly implement or address – even in the absence of newly defined goals. Look for gaps and new opportunities that strategically provide value and present those as what you see that you can do to service the organization at this point.

If there's no one to whom you can present your ideas, get to work and be ready to show what you've already done when they finally start talking about what's needed. Show that you can think ahead, see gaps and take action to help your customers or others stakeholders for whom the gaps may be most obvious. Fill in the gaps and then be ready to show that you thought ahead! Be ready to be recognized for your value!

In other words, look for new opportunities to show your value and grab onto pieces not assigned to anyone that may position you well for saving your job and even position you for a new role or promotion as the reorganization plays out.

What have you repeatedly said needs to happen or be addressed? Now might be the perfect time to take it on while no one is watching and prove what you've been saying about the need.

In all your encounters:

- *Be pleasant*
- *Be professional*
- *Be positive*
- *Introduce yourself*

Have your elevator pitch ready for new people you meet (See my article – “[Do You Need an Elevator Pitch](#)”). When someone asks who you are or what you do, you'll be ready and you won't miss an opportunity to let people know your value from a simple introductory conversation.

Joy Conley Kacik

**complimentary call
and let's chat.**

“

Chaos
Coordinator -
someone who
solves problems
you never knew
existed in ways
that will blow your
mind.

Author Unknown

“

Innovation:
Imagine the
future and
fill in the
gaps.

Brian Halligan

KCS ARTICLES LIBRARY

**ARTICLES ARE FREE
TO DOWNLOAD
AND SHARE!**

Since 2016, Joy has been publishing monthly articles to address everyday challenges in the workplace which are common to many. Often, topics come from you, her readers and clients. These articles are designed to help you, your direct-reports, peers and

Joy is a conference speaker, team and leadership development consultant, customized trainer and facilitator and a Certified Professional Coach with expertise in personal career coaching, job offer and salary negotiations and leadership coaching.

As an Insights Discovery® licensed practitioner, Joy provides clients the added value of the Discovery® Portfolio of tools when working with individuals, teams, leaders and organizations to create inspiring visions for collaborative, cohesive teams to produce superior results.

www.kacikconsulting.com

joykacik@kacikconsulting.com

[| View LinkedIn Profile |](#)



leaders. Feel free to download and share them.

Click [here](#) to go to the library!

Copyright © 2016 Kacik Consulting Services, LLC, All rights reserved.

Our mailing address is:

2408 West Street
Brookfield, VT 05036

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#)