



August 5th 2020

Welcome!



Casey Williams
Associate HR Consultant
Hanna Resource Group

Session 1 (Recorded 7/8)

The Unemployment Self Check Rediscovering WHO you are and WHERE you want to go

Session 2 (Recorded 7/15)

Drafting an Impactful Resume' in Today's World of Work

Session 3 (Recorded 7/22)

Overcoming Digital Disappointment: Enhancing your Digital Footprint, Creating a Digital "Handshake" and Conquering the Challenges of Digital Job Hunting

Session 4 (Recorded 7/29)

Interviewing in the "New" Normal: Determine Your Plan for Landing Interviews and Turning Interviews into Offers

August 5 at 11:00 AM

Job Offer Decision-Making: Evaluating/Negotiating Offers During Uncertain Times and the Importance of Sustaining Your Search

INTRODUCTIONS



Casey Williams
Associate HR Consultant
Hanna Resource Group



Ray Davis
Career Transition
Coach



John Coffee, IV
Director of Talent
Acquisition



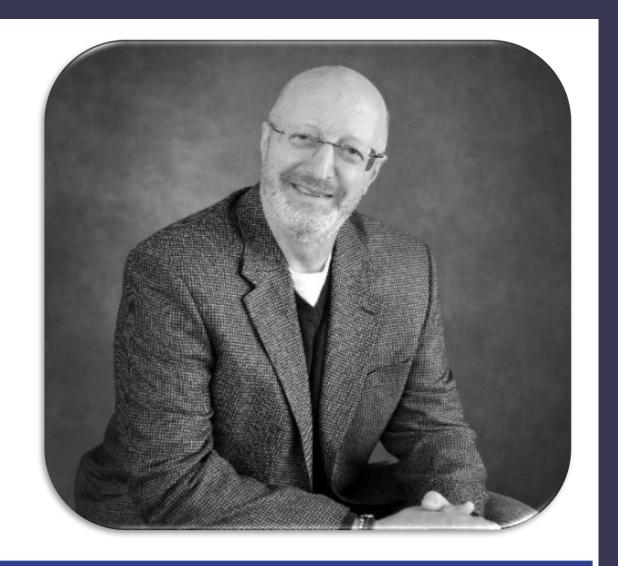
Andrea Tyra *HR Coordinator*



Job Offer Decision-Making:

Evaluating/
Negotiating Offers During Uncertain
Times and the Importance of
Sustaining Your Search

Guest Speaker:
David Baumgartner
Executive Coach



GUEST SPEAKERS



Today's Topic

Job Offer Decision-Making:

Evaluating/
Negotiating Offers During Uncertain Times and the Importance of
Sustaining Your Search

WHAT WE'LL COVER TODAY

Offer Preparation:

Values and

Alignment

2

Evaluating the Offer

3

The Art of Offer Negotiation 4

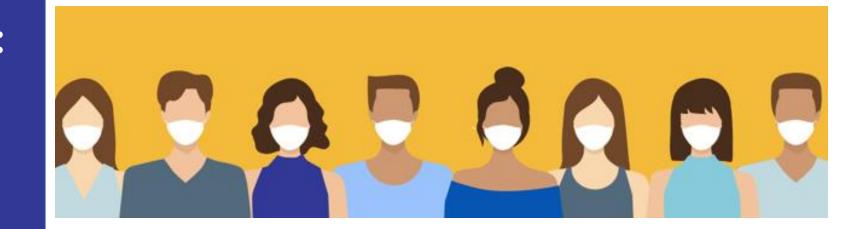
Weighing Multiple Offers 5

The Truth
About
Counteroffers

6

Finalizing
Your Decision
and Landing
the Job!

Offer Preparation: Values and Alignment





What Makes You Tick

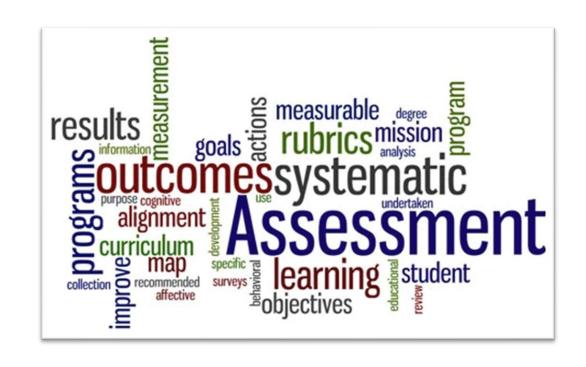
- Understanding the influence of values
- Why do people or events irritate me
- Ability to define values and become aware of their influence is foundational for calm





Values and Work

- Predictive index, DISC, MBTI tells us we are different
- Understanding values helps resolve the difference
- Do questions step on integrity?
- Is not doing all the steps lazy?
- Is making sure all the step are complete controlling?





Clear is Kind

- Say who you are; ask about the current environment
- I operate with integrity and like to solve problems
 - Find out how much they micromanage; prepare for building trust
- I don't like making mistakes and letting people down
 - Find out how detailed their processes are?





Homework

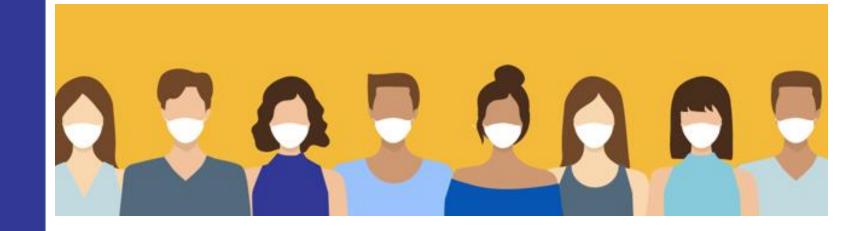
- Over the next two weeks; look for people or events that irritate you;
 - Are they stepping on one of your values (5 words)
- When having a conflict or irritation
 - Stop, breathe, become curious
- The more we know about each other the better the collaboration
- Remember who I'm in control of





2

Evaluating the Offer





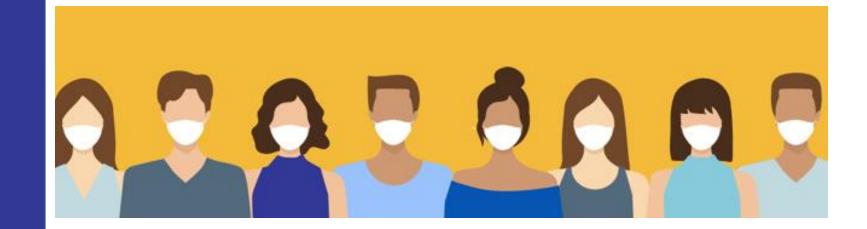
So, You Received an Offer!

- Congratulations! Now, you have some work to do.
 - Is it the right job?
 - Is it the right company?
 - Will your prospective boss help you grow, improve and become more promotable?
 - Are there opportunities beyond this job?





The Art of Offer Negotiation





Response to the Offer Call

- Be excited and positive
- Let them know you really want the job
- Ask for it in writing, with all the details
- Do not comment on the amount of the offer
- Ask for time to consider it





Due Diligence

Since this is an important decision, do your due diligence before you make your decision:

- Compare the job/offer to your Strengths and to your Criteria for your next job.
- Call/email with questions
- Talk with people who report to your prospective boss
- Look for consistent answers
- Do his/her values line up with yours?





Why most people don't negotiate offers

- Afraid the offer will be retracted
- Think negotiating offers is just for executives
- Don't realize that they are in a powerful negotiation position
- Don't know how to conduct a Win/Win negotiation

Negotiation is part of life. Investigate Win/Win negotiation and put this valuable skill into your tool kit.





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Weighing Multiple Offers





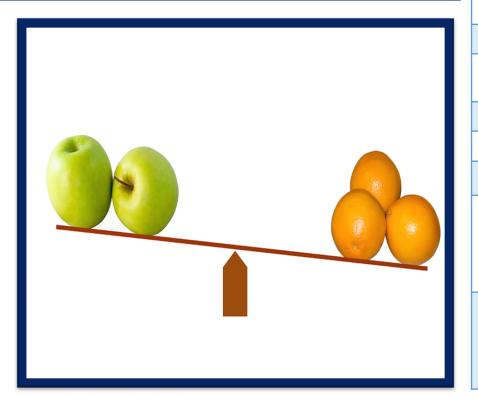
Multiple Job Offers

- Let both organizations know that you have another offer
- Ask for their patience and time to decide
- Focus on completing your due diligence ASAP
- Compare each to your Strengths and your Criteria
- Quantify your decision process





Comparing Job Offers



Opportunity Rating: 1 – Poor 3 – OK 5 - Excellent						
	Criteria to Judge Job	%	Opportunity	Opportunity	Opportunity	Opportunity
	Opportunities	Importance	Α	Α	В	В
		Weight	Rating	Weighted	Rating	Weighted
				Total		Total
	Comparable Salary	30%	5	1.5	1	0.3
	Values align w/Boss	40%	3	1.2	1	0.4
	Stay in Kentucky	10%	3	0.3	5	.5
	Commuting during the week	10%	3	0.3	5	.5
	Job Security	<u>10%</u>	3	<u>0.3</u>	3	3
	Total	100%		3.6		2

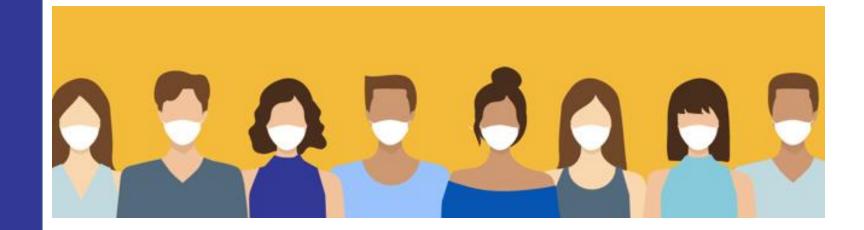
Note: In this Example Opportunity A looks better (3.6) than Opportunity B (2).

How To Use This Chart: Replace the Criteria, Importance Weights and Ratings with your own. Review your criteria and weights with your significant other or someone who knows you well. This helps to ensure that you have not omitted something important and allows you to verbalize your thinking.

Evaluation Insights: When you look at the Totals at the bottom of each of the opportunities, you may choose to go with the one that has the smaller Total. That's OK; follow your instincts. But this process will ensure that you have done a thorough evaluation of your options and made a good decision.



The Truth About Counter Offers





If You Are Consider Leaving Your Current Employer – Know the Stats!

- 50% of candidates that resign will be counter offered by their current employer
- 80% of candidates who accept a counter-offer from their current employer end up leaving within 6-12 months either voluntarily or non-voluntarily
- 50% of candidates that accept counter offers from their current employer are actively job seeking again within 60 days
- Only 38% of hiring managers reported not making counter offers at all
- 57% of employees accept counter offers made to them
- Now that you know the numbers, what decision is right for you?





6

Finalizing Your Decision and Landing the Job!





- It's Time to Make the Final Decision Are you Ready to Make the Leap?
- Be sure to have the right things understood before you formally accept:
 - What type of notice (if any) do you need?
 - Have you reviewed the Benefits, PTO, 401(k), Total Rewards, along with the salary in the offered package?
 - Is it ALL in writing that has been discussed?
 - Are there annual reviews/ongoing evaluations?
 - How do they performance manage?





Consult Your Checklist One Last Time!

- Is the salary appropriate for you and your family?
- What (if anything) are you giving up if you accept this offer?
- Is there room for growth?
- Are you improving your opportunities and your career?
- Is the new company financially stable?
- What is the employee turnover at the new company?
- Do you have a good gut feeling about your new boss and/or coworkers?





The Candidate Experience and The Decision Making Process

- Think about your experience so far! The candidate experience is something we talk about in Recruiting often at progressive companies.
 - How have you been treated in the process?
 - Would you recommend this process to another?
 - Are you genuinely excited for the opportunity?
 - After going through your checklist Do you feel GOOD about taking the leap?





Homework Assignment

- Complete the values and alignment homework
- Do your due diligence
- Maximize negotiations
- Weigh the offer against the others and keep the right reasons in mind!
- Think carefully about your goals if this is a counteroffer scenario
- Consult your checklist one last time
- Take the leap or keep looking!





Questions & Answers



THANK YOU!

We appreciate you following along with us and hope this has added value to your search!

We would love your feedback and encourage you to stay in touch and share your success stories with us!

Contact information for John and Ray

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Find us on LinkedIn!







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