



Innovative Job Placement Strategies Q&A

Question:

What advice can you give a Business Specialist when you have a leader who doesn't see your vision of innovation? She micromanages and wants to get you out of your position.

Answer:

One word of advice I would offer is to learn to speak the language of your leader. There are times we are provided with leaders who have a different communication style, as well as vision. If you feel there's a presence of micro-management, communicate an innovation strategy based solely on how she will receive it. That could be from extra documentation to demographic representations of where and how this has already been successful.

Question:

What are your general thoughts on the pros and cons of a position that encompasses one person completing all job development, job placement, and job coaching responsibilities, as opposed to have multiple workers completing these aspects as separate job roles?

Answer:

Job placement is not a one size fits all approach. Adequately assessing the skills of the team members is critical. Some business engagement staff have the capacity and capability to manage all tasks while others don't. I would recommend evaluating the strengths of the team and building accordingly. Make sure if all tasks are required, training is at the highest level of importance.

Question:

Due to privacy and security, we cannot start Zoom and Microsoft Teams. We can only get an invitation. Resources lack with VR. How do you recommend working with these limited resources?

Answer:

Before Zoom and other technological platforms emerged, there was SharePoint and Outlook. Consider recording a video using older platforms and share that with staff and business customers. Conference calls that don't require video are still a viable option as well. A change in perspective is key. While a limited amount of funds might be the fact, redirecting energy on how to creatively disseminate your message could provide room for even more innovation and creativity.

Question:

My state is monopolistic and often our clients are less than motivated, or our employers have been burned in the past. How do you recommend re-establishing the relationships with the business sector? How about working with that unmotivated worker?



Answer:

Launching a new campaign to relight the fire is what I would initially recommend. When morale is down internally, it spills over to external customers as well. By launching a campaign where training on customer service (internally and externally) is the priority, you will begin to see shifts in the paradigm.