



Should I Stay or Should I Go? What To Consider When Contemplating a Move

GC AdvantageSM Webinar

Thursday, August 9, 2022



GC AdvantageSM

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Giving and Receiving Difficult Feedback

Oct 19, 2022 @ 1:00 pm - 2:00 pm EDT



Creating an Effective Onboarding Plan for a Senior Legal Leader

Dec 6, 2022 @ 1:00 pm - 2:00 pm EST

Questions & Answers



Submit questions to panelists at any time throughout the presentation via the Zoom **Q&A feature**.

Featured Speakers



David Yawman

Senior Advisor – BarkerGilmore
Former EVP, GC, and Corporate Secretary – PepsiCo, Inc.



Marjorie de la Cruz

SVP, Global Chief Compliance and Ethics Officer – PepsiCo, Inc.



Brian Nurse

EVP, Chief Legal Officer and Corporate Secretary – Cedar Fair Entertainment Company

Considerations When Contemplating a Move



Learning & Growth

- Knowledge growth – can you develop in broader/new substantive areas or in deeper expertise?
- Org chart – is there room to move up?
- Financial – can you grow your comp?
 - Market Survey - do you know what you're worth in the market?

Organizational

- Industry – do you enjoy it?; will it be healthy for next 5-10 years?
- Organization – is org in good position?; growing/steady?; coming reorg? M&A? other changes?
- Culture / Reputation – do you fit in?; are you proud to work there?



People

- Org Leadership – do you believe in and trust them? Does org support leadership development? Mentorship?
- Dept Leadership – do they care about your learning/career? Are they candid / empowering / responsive?
- Peers/Team – do you enjoy working with them? Do they make you better?

Personal

- Life Matrix – family, lifestyle, geography/region, location, commute, remote flexibility, perk, benefits . . . other?
- The Process -- Are you prepared to gear up and make move? Search takes time/energy; move is a big transition.

Considerations When Contemplating a Move



Leadership / Management consideration - how to know what your talent is thinking about?

- Discussions with talent, including skip level conversations . . . how to hear what is important to your team members / key talent.
 - “Lunch with the leader”
- Identify key talent; differentiate opportunities / compensation / retention tools (investments in their future / growth).
- Org health surveys focused on career growth questions.
- Review 360s of your direct reports and their direct reports to know what your department thinks of their managers.
- Ask search firms what they think/hear about your company/dept.



Q&A Session

Thank You.



Please let us know how BarkerGilmore can help you succeed.

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