

Offer Guide

Resigning

We can all fall into the trap of taking the task of resigning lightly. Even though it is, in one respect, a moment of triumph to be moving your career on, it's usually an uncomfortable affair for all and not without its pitfalls.

In particular, you need to be prepared for a counter offer and other spoiling tactics that can throw you off guard.

As former industry managers ourselves, we are acutely aware of the implications of a resignation on a manager. These may include the following points:

- Managers are often targeted on retention of staff, so carrying a vacancy affects their perceived performance.
- A vacancy means valuable work is not getting done so pressure can build.
- When someone leaves it can cause others to consider their own role and career development.
- While there is a vacancy, others may be called on to cover the role and undertake more work.
- A vacancy can adversely affect team morale.

If a manager can temporarily delay someone leaving through a counter offer, it gives them time to avoid most of the issues listed above, as they can prepare to replace you.

Remember, once you have resigned you have demonstrated a lack of loyalty that will persist in your employer's mind. In most cases, a counter offer to retain you is simply a device to avoid the difficulties listed above while your employer makes plans to replace you.

In summary, stay close to your consultant throughout this period. Leave when you are ready to leave, and do not permit your employer to engineer a leaving date that suits them but not you.

