

JOB WON! Worksheet

An excerpt from Phil Blair's Book

Smaller vs. Bigger

The size of a company usually dictates its organizational style.

Smaller companies are often reflections of the owner; what the boss says goes. Bigger companies tend to have a management hierarchy, a system through which decisions are made, often via committees.

Smaller companies are usually less formal than bigger companies, which likely have policies, procedures and maybe handbooks for almost every issue.

Smaller companies have fewer opportunities in traditional roles, but often provide more flexibility and opportunity to do many things, especially early in a career. This is very true in our company. Mel and I will work until we drop so there is very little opportunity for our staff to grow to the top jobs. So our challenge is to keep our good staff challenged and compensated in ways that make up for this lack of mobility at the top. But that's another book.

Larger companies usually have more positions, more departments and more chances to find new or different roles or duties.

One size doesn't fit all. Whether it's better to work for a smaller company or a bigger company depends upon individual circumstance. There are benefits to each. Only you can decide which is better for you at each stage in your career. You may want to strategically flow in and out of different sized companies and public versus privately-owned companies at different times to gain certain experience.