Why you shouldn’t jump out of the window the moment your school or organization has been purchased

By Vincent Scaramuzzo, Ed-Exec Inc.

I received a message via LinkedIn last month. It read:

“Vincent, I received one of your monthly emails today and enjoyed reading your article. Thank you. I am reaching out to you because my company has been acquired and it is time to jump. My background is in leadership development, technical training, medical education and faculty development. Can we set up a time to speak? Thank you, Mr. Candidate.”

To start, I like that this candidate is being proactive. The best time to leverage your career success is when you are performing in an active role versus being out of work on the sidelines.

The part I discourage is making a move the moment your organization is acquired. If it has been discussed in advance, or seems very probable that your position will be eliminated because of a merger or acquisition, then that makes perfect sense – but otherwise don’t jump so quickly.

Here are some key reasons why you should consider staying:

- You get to change companies, maybe even bosses, without making a job change.
- Your office, commute, parking spot, benefits, etc., are likely to all stay identical.
- You don’t have to add an unnecessary job change to your resume.
- The opportunity to learn from a new set of people is right in front of you.
- There may be opportunity for advancement with the new management that did not exist prior.
- Acquisition usually means investment. Therefore, new technology and tools for your job are likely to be available.

In short, you basically get to try out a new job and company with little downside if you don’t like it. If it is no longer the right place for you, then the job hunt begins, and hiring managers are very accepting of candidates who leave for this reason.
... YOU BASICALLY GET TO TRY OUT A NEW JOB AND COMPANY WITH LITTLE DOWNSIDE IF YOU DON’T LIKE IT.

In the meantime, while “testing out” your new employer, try these strategies to stand out:

- Forget about all of your old accomplishments. They mean nothing now. You have new bosses and you need to prove yourself all over again.
- Pretend you are at a new job. Come in early; leave late.
- Make yourself indispensable. Get heavily involved in highly important projects so that it would be very difficult to complete them without you.
- Be the “guy/gal” who gets stuff done. Don’t worry if it’s “not your job.”

Strategies like this will not only help you get noticed at your current position, but they will really put you in the right mindset should you decide to pursue a new opportunity.

Getting acquired is a chance at a new start in a familiar place. I recommend giving it an honest try first and then leveraging your success if it doesn’t work out.

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