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HAMILTON BRADSHAW
Investing in people with passion

Help! I'm not getting enough recognition for my hard work

**Ask
James**



James Caan

Dear James,

I AM a business delivery manager in the rail sector for a well-established company. My role is to gain business, which I am doing, but I feel I am not getting the recognition. It is making me lose my drive, so do I hold out and hope it recognises my hard work or do I move on?

John Owen

It can be very frustrating to feel you are not being rewarded properly – either in terms of the financial package you get, or the level of praise and recognition you receive.

Before you make any decisions, look at the market and others in your role. This provides a benchmark. Then look at the value you bring to your organisation, and translate it into clear numbers. I believe every employee's contribution should be easily measurable. In your case, this will relate to business you have won. What have you achieved and what impact has this had?

If, after this analysis, you are sure your efforts are not being rewarded properly, take this to your manager and state your case. Explain what value you bring and what you feel you deserve. They should appreciate your honesty and make a decision based on what they see in front of them.

You need to make things happen and if they aren't working for you, why not look for other opportunities?

Be proactive and positive.

No manager wants to lose valuable personnel. If you are good at your job, competitors will be aware of that. Firms run a big risk of losing their most productive members of staff if they fail to reward them properly.

■ *For the full article and news of James Caan's free app, go to standard.co.uk/askjames. His book, *Start Your Business in 7 Days*, is out now.*