

Close ... Managing your Cummings and Goings?

Part 7 of 7



Client - Clarify - Create - Change - Confirm - Continue - **Close**

How to manage your exit?

We are now well into week 2 of 'Lockdown Two' or Covid-19 'Die Harder'.

It feels very different to Lockdown One. Schools & Universities remain open, working from home is now just 'working', there are toilet rolls on supermarket shelves and the nights are drawing in along with damp autumn days.

The pandemic still has its grip on the world, albeit there are faint 'toots' of Boris's cavalry bugles as we learn of the successful vaccine trials which we all hope will help us return to whatever 'newmal' is ... newmal being my contribution to the words of 2020, to sit alongside 'lockdown', 'furlough', 'covidiot' and 'Blursday'.

Despite the infection rate continuing to grow and the daily death toll tragically exceeding 50,000 in the UK alone, we have had plenty of other news to fill the gaps left by the now long-forgotten daily briefings.

There was of course the bemusement of Boris's 'Lockdown Two' briefing.

Delayed to carefully squeeze between the end of the England Rugby match and Strictly Come Dancing. Even Boris realising he cannot win the ratings war against two 'Middle England' institutions!



And a presentation that would have been met with derision in any boardroom ... a colleague said it was akin to a presenter starting their PowerPoint with 'you won't be able to read this ... but I am going to put it up anyway'! Perhaps it is therefore appropriate that Boris's Head of Communication has resigned ... at least one public figure doing the honourable thing?

Aside for the tragic loss of life during the Covid-19 Pandemic, sadly there have been countless losses of livelihood and exits from careers.

You don't have to spend too long logged onto LinkedIn to find colleagues who find themselves without employment, many after long and successful careers with their former employers.

A difficult experience under any circumstances but more challenging without the ability to say goodbye to work colleagues and go through the grieving process of parting from an organisation that has been such a significant part of their life.

Which brings me to think of Dominic Cummings and President Trump ... to paraphrase the great bard ... 'The evil that men do lives after them, The good is oft interred with their bones'.

Whilst I am not suggesting either gentlemen are evil, or indeed for that matter wishing them dead ... I shall leave any thoughts on these subjects with the reader's conscience. I was however drawn to thoughts around the management of exits?

In sharp contrast, we have President Trump and Dominic Cummings' final curtains?

As expected President Trump is behaving like a toddler not wanting to leave a 'play date' at a friend's house ... it is his ball after all! Or as one US reporter stated, 'an obese turtle on his back flailing in the hot sun realising his time is over'.



The only people who will remember the good things he has achieved will be the investors who rode the Dow Jones during his four years in office ... assuming they bought their pharma stocks before the vaccine was announced, conveniently on a Monday morning? Political and cynical in one sentence ... I am bad, very very bad with fake news?

Then we have Dominic, 'quietly' exiting No. 10 with dignity.

Choosing to walk out of the front door of one of the most photographed houses in the world, with a cardboard box of belongings and having the indignity of hailing an Uber to get home whilst the world's press looked on.



Stage managed perhaps?

He might as well have walked out of Downing Street and 'flicked the V's' to Boris's window and kicked Larry the cat!

I would suggest neither styles for an exiting employee and even more so for a consultant at the end of a project or interim assignment.

Exiting or **Close** is the final stage of the 7Cs Process I have shared over recent articles.

Whether coaching, mentoring or operating as an interim with a client, the way you **Close** is as important as the way you start the **Client** engagement. You can manage your legacy so the good things you have achieved are not forgotten the moment your final invoice is paid. Similarly, any inevitable bumps that have been experienced along the way are smoothed out rather than being left to look like a rough mountain road in the client's 'rear view mirror', which as we know can sometimes distort the reality.

So, when considering your exit from your next contract, perhaps Donald & Dominic can help you think about how you manage your legacy.

For more details of the 7Cs Consultation framework visit www.7Cs.co.uk.

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(All credits for 7Cs framework to Mick Cope)

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