

## WORKLIFE CHALLENGE

# I need advice on adjusting to life in a bigger pond

**The problem:** A year ago, I moved from a good job at a small firm to a similar position in a much bigger company that's the market leader in my sector and I'm finding it hard to adjust. I feel I have gone from being a big fish in a small pond to being a minnow in a large one. My experience appears to be irrelevant here because it wasn't with this company. I believe that I am not being given the responsibility nor the respect that I deserve. How should I deal with this?

**Angela Baron, CIPD  
organisation and resourcing  
adviser, [www.cipd.co.uk](http://www.cipd.co.uk)**

Dealing with a large company culture can be daunting. They must have thought you had something to offer when they gave you the job, but you can't assume that they will give you the degree of responsibility and respect you seek until you prove that you deserve it. You are less visible in a larger company so you must make sure that people are aware of your

efforts and achievements. Talk to your immediate boss about your role and how you think you can develop it. Use your experience to inform this process but make sure that you start to develop a track record in your new position to persuade your boss to give you more responsibility.

In a big company you need to be a bit more proactive and take responsibility for self-development.

**Rob Barham, CEO TACK  
Training, [www.tack.co.uk](http://www.tack.co.uk)**

If you're feeling this way it's time to remind yourself of your reasons for joining this market leader and why the organisation chose you. Have your goals changed?

The credentials from your previous company are relevant but they take you only so far. Make your experience more visible by showing how relevant it is to colleagues in your new environment.

Consider the needs of your company and the cultural sen-

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"Hello, HR?  
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big fish  
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my office"

sibilities. Look at your specialist knowledge and transferable skills gained from the smaller company. What challenges exist that could be met by applying similar principles or approaches? Tap into and demonstrate those skills that many large organisations wish to emulate – entrepreneurship, creativity, hands-on implementation skills and a cross-function-

al appreciation. Manage your own personal campaign that meets your goals and wins the respect you deserve. You'll quickly be able to grow through the opportunities presented within this larger pond.

Do you agree with this advice? Write to us at:  
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