**Navigating a Company Sale:**

**How to Stay Grounded and Thrive Amid Change**

 

So, you've just learned that your company is being sold. Panic and run for the hills, right? Maybe not. While it's natural to feel uncertain, this situation also presents opportunities if handled thoughtfully. Here’s how to prepare, what to expect, and how to put your best foot forward.

**First things first:** Resist the urge to rush to social media or immediately flag yourself as “open to work” on LinkedIn. You don’t have all the facts yet, and premature reactions can influence decisions negatively. Wait until you clearly understand your situation.

**Here’s what to consider based on your role:**

**Top Executives:**

* You've likely known about this for a while and might even feel relieved the secret is out.
* Immediately review your employment agreement—it typically outlines what to expect if your role is eliminated. Often, new owners prefer their own leadership team, and senior positions are frequently targeted for cost savings.
* Have any release agreements reviewed by your employment attorney to ensure your interests are protected.
* Stay positive, remain professional, and continue performing your job effectively. You might be offered incentives, such as a "stay bonus," to help with the transition.
* Offer opinions sparingly and only when asked. The new owners usually have predetermined plans and structures, so focus on being cooperative and responsive.

**Mid-Level Managers:**

* Be ready to provide objective and factual assessments of your team’s talent, capabilities, and critical roles. Prepare detailed notes supporting your evaluations.
* Understand your role could change significantly based on the new owner's strategy. Flexibility is essential.
* Stay engaged and actively support the integration process. Demonstrating cooperation can positively impact decisions about your future with the company.
* Ask clarifying questions to the integration team to understand immediate expectations clearly—how meetings will be managed, reporting changes, or other transitional shifts.

**Customer-Facing Employees:**

* Your roles typically have a higher likelihood of continuity but expect changes in service scope and responsibilities.
* Focus on understanding new expectations thoroughly and maintaining a positive attitude to help retain key clients—critical to the new company’s revenue stream.
* Never complain or express negative opinions to clients. Your professionalism during uncertainty is noticed and valued.

**General Advice for Everyone:**

* Keep performing your role well, remain engaged, and avoid unnecessary distractions.
* Remember, nothing is final until the sale is officially signed, and sometimes regulatory approvals are required. This process can take months, leaving room for multiple outcomes.
* Take time to explore the new owner’s current job openings. There may be excellent opportunities in other divisions or locations within a larger organization.
* Ensure your achievements are well documented, your resume is updated, and you're prepared to articulate positively why you're looking for new opportunities if needed.

Finally, avoid negative public commentary. Remember, public perception matters significantly during transitions. This past year’s football draft provided a notable lesson: a top prospect publicly aired his frustrations on social media, significantly damaging his draft position. Your managers and leaders can advocate for you internally, but only if you maintain professionalism externally.

Change can be unsettling, but it also brings opportunity. Stay prepared, remain positive, and showcase the resilience and adaptability that make you valuable—no matter where your next steps lead.

\And one last crucial reminder—never burn bridges. Remember, it's not IF we meet again, it’s WHEN.