

## What Have You Done For Me Lately? How to Increase Your Value to an Employer

*By Accountemps*

It's often said in business that everyone is replaceable—but that's true only to a certain degree. Each professional brings his or her own unique set of skills, attributes and experience to the job. What helps make someone "irreplaceable" in the eyes of an employer is ensuring all of those things remain relevant and continue to add value to the business.

Even if you feel confident your company truly needs you, it doesn't hurt to assess whether you're doing enough to ensure you're the type of worker your employer would go the distance to retain. However, this doesn't mean you suddenly have to double your workload, try to lead every project or work longer hours than all of your colleagues.

There are many ways you can increase your value to an employer without completely upturning your own routine or stepping on others' toes. Here are some ideas:

- **Improve your communication skills.** Today's financial professionals are often expected to interact with a wide range of people, both inside and outside the organization. Strategies for growing your abilities include taking a public speaking course and volunteering to draft memos or other communications that will help hone your writing skills.
- **Update technical skills and certifications.** Sure, you met your employer's criteria when you were hired, but would that be true if you applied for your job now? Look at current job postings to find out what companies look for in today's payroll candidates. Use your professional network to find out what skill sets and designations your peers with similar responsibilities have. Organizations like the [Canadian Payroll Association](#) are also useful resources for staying apprised of industry trends and providing access to learning opportunities.
- **Find ways to increase efficiencies.** Improving your productivity is an important contribution to any business. Don't hesitate to suggest a different way of doing things if you sense it will lead to positive returns. For instance, have you thought of a way to streamline the timesheet reviewing process? Do you think the organization could benefit by engaging temporary personnel on certain projects? Do you know of a cloud solution for sharing large files that could save time and reduce the burden on IT resources?
- **Help others enhance *their* value.** One way leading employers retain their best talent is by offering mentoring and learning opportunities. If you're a seasoned payroll professional, offer to take an up-and-coming colleague under your wing. If you recently attended a professional conference or completed a relevant educational course, ask your boss if you could formally share the knowledge you gained with your colleagues.

There's no guarantee an employer will always require your skills or abilities—or even the position you now hold. Businesses and economic factors are always changing. However, there's much you can do to make yourself the type of employee a company would regret having to let go.

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