

Career Advice

WITH LILLY HO,
ASSISTANT EXECUTIVE DIRECTOR,
SOCIETY FOR HUMAN RESOURCE MANAGEMENT, HAWAII CHAPTER

Aligned goals help you, your employers



According to recent studies, businesses that score high in employee alignment tend to perform better financially. Likewise, employees whose goals are aligned with the company's goals are more likely to be rewarded and advance in their careers. Employees should understand their employer's desired business outcomes and be clear about where and how they can best contribute.

Q: What is alignment in the workforce?

A: Alignment simply means that everyone is pulling together. Employees must understand their employer's goals first, or they won't be able to determine if their own goals are a match. Employees seeking to provide customized, luxury salon services, for example, would not likely do well in a company that is focused on quick and inexpensive haircuts.

Q: How can I find out what my company's business goals are?

A: Many employers are clear about their goals, but others aren't. Look beyond the company's marketing and mission statement to learn what the owners, managers and key leaders think, say and do. Observe what is rewarded financially through employee salaries, raises and bonus programs. Imagine a company that states it values employees' family time. If that company expects employees to routinely work later than planned, its goals and values may be different from those stated. Ask co-workers. Read the company website. Talk to managers.

Q: How do I know if my goals match my employer's goals?

A: Think about where you want to be professionally five years from now — or one year from now. Be clear on your own short- and long-term professional goals. Are you primarily interested in increasing your pay or is the quality of life, workplace flexibility and other dimensions important to you? Understanding your own goals is an important step to determining if you are aligned with your company.

Kuakini Health System

Supervisor, Financial Accounting

Responsible for supervising staff and daily operations including all general ledgers, accounts payable, fixed assets, daily financial transactions, budget, and regulatory reporting functions for Health System (Not for Profit 501(c)(3)). Requires BS in Business Admin and 4 years relevant accounting experience. Prefer experience in health care finance, variance analysis, costing, forecasting, and public accounting firm.

For other job opportunities and application information
Go to **www.kuakini.org**

Human Resources Dept. - Kuakini Health System
347 N. Kuakini Street, Honolulu, HI 96817
Phone: 808-547-9148 • Fax: 808-547-9547

KEYWORD: SAKUAKINI



PACIFIC GUARDIAN LIFE

Pacific Guardian Life is the largest domestic life and disability insurer in Hawaii. We offer a range of life insurance and employee benefits solutions. If you are interested in becoming part of our dynamic team, we have the following employment opportunities.

- **Brokerage Sales Manager**
- **Client Relations Assistant**
(Bi-lingual Japanese/English)
- **Business Systems Analyst**
- **Life Insurance Administrator**
- **Office Associate**
- **Policy Change Administrator**
- **TDI Claims Examiner**

Please visit our website at: www.pacificguardian.com

Pacific Guardian Life
1440 Kapiolani Blvd., #1700
Honolulu, HI 96814

careers@pacificguardian.com
Phone: (808) 955-2236
Fax: (808) 942-1280