

From the Triad Business Journal:

<https://www.bizjournals.com/triad/news/2017/03/24/how-a-triad-couple-survives-marriage-and-business.html>

How a Triad couple survives marriage and business partnership

➤ SUBSCRIBER CONTENT:

Mar 24, 2017, 6:30am EDT Updated: Mar 24, 2017, 10:46am EDT

Donna and [Mike Warrick](#) make up Jamesson Solutions Inc., a Greensboro-based organizational development and training company, including providing public presentation skills training, executive coaching and leadership development.

The firm recently added talent acquisition services, helping companies select and hire the best personnel.

Donna is the company's president while Mike's title is senior consultant. They're Jamesson's only employees, though they hire outside consultants as needed. Their clients range from small companies to large, including such heavy hitters as Volvo Trucks, Syngenta and Bank of North Carolina.

Come October, the Warricks will be married 30 years. They met while undergrads at Appalachian State. They've got two grown daughters and an 11-year-old son.

Mike was the founder of Jamesson Solutions, but left the business to his wife for a few years, then returned when it took off. They discussed with the TBJ what it takes for a marriage to last when the husband and wife are working together.

How did the two of you wind up working with one another? Mike: The truth is, she ran with the company and grew it. It reached the point she couldn't do it by herself anymore. Donna: It's funny, but I had to recruit my own spouse to work with me.

Are there occasional problems, too much togetherness? Donna: You have to set boundaries. Sometimes we'll say, "It's 6 p.m. — no more business talk." It's hard, but we try. Mike: It's one of the biggest challenges we face. Sometimes we'll be eating dinner and she'll be emailing somebody about something business-related. Sometimes she'll bring up something related to work and I have to say, "I don't want to talk about that right now."

How do other married couples react to the fact that you work together? Donna: You wouldn't believe how often I hear, "I can't believe you're working with your spouse. I'd never do that." Our secret is that we have deep respect for one another, both personally and professionally. Mike: I'm Donna's biggest fan and she's mine. We're business partners during the day, life partners otherwise.



COURTESY OF JOHN BLACK

Mike and Donna Warrick are the married couple that make up Jamesson Solutions.

You're in the business of talent recruitment, helping companies hire the right employees. How important is it that a company does so? Donna: Companies lose millions and millions (of dollars) a year hiring the wrong talent. Mike: Studies show that even making a mistake and hiring the wrong hourly-wage employee can cost \$3,500 by the time advertising, interviewing and training is factored in. Hiring the wrong senior-level executive is far more expensive. It can easily cost a company \$60,000, \$80,000, sometimes even more.

How did you get involved in that line of work? Mike: I sold pharmaceuticals when I first got out of college. I had a great boss, then bosses that were not so great. The big difference is leadership. There's a saying that people don't leave jobs, they leave managers.

How tough is it for companies to keep employees with the labor market as tight as it is? Donna: It's very hard. People are beginning to feel safe again. When the economy's strong, they're going to get up and go. Mike: With skilled labor, it's an even tighter job market. It's a tough situation for clients in our area to hire and keep good workers.

Do you ever hear an employer say, "What happened to that person I hired? This isn't the person I interviewed!" Mike: That's the whole reason we got into the recruitment business. They're putting their best foot forward in the job interview. You're looking at the job candidate through a filter. Donna: The interview is only a small glimpse into that person. We try to help the employer take the subjectivity out and look at the candidate more objectively.

Join the conversation: Follow @TriadBizJournal on Twitter, "Like" us on Facebook and sign up for our free email newsletters.

Steve Huffman
Reporter
Triad Business Journal

