"Growing Pains," an article written by David Dorsey is the story of Gabriel Jones, a young game designer who is struggling with the decision to grow up and adapt to a rapidly changing business or to leave it behind and resume working more hands-on with the details that he enjoys doing. A few key topics exist in this article which prove to be good lessons to potential managers and employees alike.

To begin, it's important to expect and embrace change in a corporation. In a relatively short period of time, the company Jones worked for grew from a small and seemingly unsuccessful "village" into a very large and busy powerhouse in the video game industry. With this change came a wave of professionalism and restructuring which seemed to cause a separation between management and the managed and even between the peers themselves. Jones needed to decide for himself whether he was going to step up to the plate and assume new and possibly undesirable duties or remain below within the ranks of what he enjoyed and not progress with the company.

Another key topic that can be gleaned from this article is it's important to retain a company's precious resources as long as it can fit into the larger picture of the organizational goals. Jones hands in his resignation letter in an attempt to have management prove to him that he's valuable. Instead of merely offering him a promotion or a monetary incentive to keep him aboard, management decides to challenge him to oversee a very important project in an effort to see if Jones can grow with the company in the direction that it needs him to.

Thirdly, to be successful management needs to have reliable and competent employees in order to delegate the many responsibilities. THQ's CEO knew that he couldn't handle all the added activities and responsibilities on his own that came with the newfound success so he hired Jeff Lapin to perform the duties of a second-in-command. Lapin had been successful in many ventures before and seemed to be well-suited to the task of helping to transform the company in the direction that it so desperately needed.

The next key topic is that communication is critical to being successful. Shouting across the room worked well enough when the company only employed a handful of people, but in order to get successful projects completed on time, Lapin knew that he had to improve the frequency and professionalism of communication between all layers of the company. He established a system that encouraged this communication through meetings and by developing a system that enabled managers to share information amongst themselves and departments to have the responsibility of knowing about other departments. This shift to an interdependent and collaborating team structure helped to make the employees more efficient and effective. The final key topic of this article is for management to stay connected with employees. Throughout all of the radical changes that Lapin was instituting, he maintained a real connection with the employees and supervisors by being honest, responding quickly to e-mails, and interacting the people who actually created the software. Most people naturally resist change, but by managing while remaining empathetic and appearing human to employees, friction can be alleviated.