LT: Staff should not be holding YOU to ransom! Why does he want to keep his job with you if the new job is so wonderful? Let him go to his new pasture and get someone who has none of the arrogance I say. Is he reading this by the way? We are all so 'tracked' on Linkedin one way or another.

PG: He's still saying he wants to stay with your company, and you agreed to the timeframe. Until he proves he can't handle the load, you have no reason to stand in his way. Offer the counter, including your concerns and the rules: continue performing at your acceptable level now, and if it appears that your stretching yourself too thin we will ask you to make a choice.  
  
Our paths in life should be led solely of our own volition. Don't be the one who interferes.

RT: No one can serve two masters. Either you will hate the one and love the other, or you will be loyal to the one and have contempt for the other. You cannot serve God and wealth.  
Matthew 6:24 CEB

JP: Sounds like someone is selling crack in the mornings Cash money. Still needs to show an income. Lol.

RL: This sounds odd. Why would any right minded person stay in a current job if they can make 10X's working part time. I love my job but....

MM: This is just my opinion, so others, please do not crucify me for it. You have already recognized this individual to be your "Top Sales Person". I can only assume that this person did not get there on sheer training alone but on soft skills and abilities that cannot be taught to all. So as I saw in one of your earlier posts about you "training him up to his level", as a leader, that is what one should do. Also, as a Leader it should be our goal to help our team reach higher levels.   
  
If this person feels as though they can take on this added work than why potentially hinder him? As long as there is not a conflict of interest. This person is "Top" for a reason. Maybe they want an opportunity to stretch their legs so to speak with this moonlighting position. Whatever the person's reasoning is behind it, as a Leader we should support, not hinder all things that will better the individual. If the second position starts to affect their current position, that's when I would have a sit down and discuss whether the two positions can truly be balanced. However on the flip side, I feel as though if you just shut this person down than that will give them more incentive to permanently your company as you never gave them a chance.

VB: But before you pull on those wellies, I would suggest a further update giving commenters a clear view on what you are asking.

VB: https://www.theguardian.com/commentisfree/2017/mar/24/donald-trumps-dizzying-time-magazine-interview-trumpspeak   
  
Same attitude towards representing a fair and honest scenario.  
  
And at no stage has there been an 'update; from Mike.. assuring all the global commenters and non UK based people especially that this is NOT a real scenario or a real employee of Mikes.  
  
Fake news is everywhere and very easy to be drawn into.

SK: Being a Geordie myself , i am guessing the position was meant to be in Newcastle? my answer would of been people can be replaced. If i was offered 70k a year i would be on the next flight home,and i think many would bite your hand off for that amount in Newcastle. The 10 x the salary would suggest the guy could never put the same effort into the job as he once did, so then you would see a change in your guy, maybe not to fire him but suggest that he puts his effort into the other job good luck to him if he makes money like that. But having said that using his past and present contacts converting them to the other business is a grey area. is this acceptable?

VB: Mike, You are not the direct employer in this case, You keep coyly mentioning your initials instead of stating this was a completely fictional representation about a UK MP. And its not even just one job .. its several that he wants to do at the same time, It bears NO relation to your scenario about this lovely engaging chap who is a real high flyer.  
  
 It would have been a fair discussion if you had posted ..Hey guys, I have been thinking a lot about the ability of politicians to do more than one job at the same time. .. what are peoples thoughts? This would have been fair and accurate.   
  
Instead you made up an employee... totally made up attributes that would not be applicable to George Osborne and then continued the fiction by coming back with updates.   
  
This may have been intended for a small number of close friends but it spread because of the 'sensational' tone of your questioning. I do not feel this was a credible example of the issue facing employers.. as it was not REAL. As you have stated several times, you want to grow an orchard.. may I suggest you focus your energies on this, instead of writing fiction on the internet.  
  
All the best.

MP: Beg to differ. I have paid my dues, created businesses and jobs over my career. I have also paid my taxes.   
  
Now we are going down a different avenue, which just clouds the issue.   
  
Public servants are paid via our taxes. They are employed by us. (Sometimes they forget). My question is still the same.   
  
When I was building businesses, I could only focus one project. If one of my sales team said that "I would like my full-time job, plus, I would like to use the contacts from your job, to work for someone else (at the same time)". I would have to scratch my head.   
  
That just practical experience. I could be wrong.  
  
Now and again one has to ask about the Emperor's clothes. And ask are we being duped again?  
  
Any if I had introduced my initials into the discussion it would not have been a fair discussion. Having said that I think most people think he can do two jobs, but I am going to put a week aside to analyse it.  
  
All the best   
  
Mike Pedersen

VB: You have used a fictional scenario to get people to comment on a make believe employee. Clickbait may not be the actual correct term.. maybe lying would be better. People ONLY responded to this because they thought you were actually asking a valid question. Its not real Mike, Its a scenario.. and you do not make that clear. So its misleading.

RS: Click bait!!!!

AB: So this whole thing is a made up joke? Not cool...

MP: Verity, it started off as a simple question, and I was hoping some of my old business colleagues would reply, as it was an issue on my mind. Clearly, it is a bigger issue. I now know what clickbait is, as I have been informed by this post, but I'm not sure why that is of any interest to me as I am happily retired. Happy to learn what I can do with "clickbait". I do go fishing from time to time, but I know what to do with them.

VB: Hmm I think you would have had far fewer responses and a more relevant overall view if you hadn't used a fictitious George Osborne parody. Yes its a real issue, your posts however are clickbait. We are in a world of make believe as you are not actually asking about a real example. The issue you wish to address is somewhat different to your imaginary incredible employee.

VB: This is SO far away from the reality of George Osborne, I admit.. I totally missed the target but did wonder whether this was all it seemed. If you had put an accurate description of his 'clients' it may have been easier to recognise him!!

LW: Maybe he's also going on a flight to Mars next vacation ... If you want to make a point you should use a realistic scenario ...

MP: "whining rant" I was just a question. There is better language to use than that. £72k is a "shit salary?"

SM: if he has an offer for 10X the shit salary you pay him, for less time, why shouldn't he take it? Clearly you are underpaying him and don't appreciate him given your whining rant of the first post.

GD: This means that your company provides 9% of his salary, and takes 66% of his work time. I would question why it is that he wants to still work at your company.

RH: Does this salesperson not use linkedIn? If I saw my boss talking about me like this in public I'd tell them I quit immediately in much less polite words.

CB: these posts of your's disturb me. if you can't determine for yourself what a valuable employee is, you're not a boss employees want to work for. he's your employee who does exceedingly well at his work, what's to question if he's worth fighting for? not to mention, your previous post stating this job is "more than full time". how horrible. no job is worth a person's life. the work will always be there but the people around you will not. if this is how Air bnb runs its staff, I'm no longer going to utilize its services. at least hotel staff get days off.

RBA: Over time his performance will decay. We are not machines.

MW: ABSOLUTELY keep him and be proud that you have trained him so well. Always encourage progression and ambition, never curtail it. Be proud, not bitter.

HC: If you are dedicated to his success, he should be dedicated to yours in return. Either cut him loose or get on with it.

KN: sounds like he is one foot out the door. let him leave on good terms and see what happens. welcome him back if things don't work out.

AS: As long as he is fulfilling his hours with you then he should be able to work another job as well. All you should do is to keep an eye on his performance and KPI's. If his performance levels decrease then it is clear he cannot perform in both roles effectively in which case you should then offer him the chance to make a decision your role or the new role.

SK: This post and subsequent comments have made me laugh a lot. This question was a metaphor for case of a member of parliament taking second job. Mostly this post established what is happening across enterprises - a lot of employees/leaders just join a meeting and jump to give their "expert advice", their two cents, share their point of view - without having a clue of the "context" or "peripheral information" that raised the question at the first place. And this is the prime reason behind productivity loss in large enterprises. This behaviour is also why companies lose RFPs/Contracts with clients, because BD people are not listening to the customer, just trying to sell what they want to sell.

JW: You should offer him to buy your business, he is clearly better at it than you. Then you can retire and start a HR debate forum on the internet.

TD: From an objective point of view, “make your own professional judgement of the situation, what is your business objective and keep it”. Firstly, every one of us are replaceable even the CEO of a company. Secondly, he was an honest person to tell you (indication of some respect to you), as he can simply work his way around this situation without telling you (otherwise, it was an indirect tactic on his/her behalf to get you to increase his pay). Certain culture find it difficult to ask for a pay increase because it may come across as being disrespectful towards their employers and disloyal. Therefore, perhaps it’s not a matter of firing him or accommodating him, rather instead, to ask yourself what you can do for this employee – are you able to manage and serve him in good faith? I have provided you two side of the stories and I hope this will help. Engaged and talk to your employee, even discuss a development plan with your employee. If this person decides to eventually resign, then you have acted on good faith by mentoring and guiding him on his career journey. In return, you will always be honoured by this person. I've always appreciated my ex teachers/professors and bosses who have helped me. All the best.

VFB: He will leave the company as soon as he accumulate a good amount of cash in his part-time job.. so you can't compete with that! If you want to keep him, pay what he deserves and give him more responsibility and power of decision!!

MW: Is this part time job commission only? He may not want to leave the safety net and benefits you provide. Sorry, not liking how this looks.

MH: The most important asset in any company is the people. You keep him, you fight for him & you make it work! Your success has been due to his hard work! Put yourself in his shoes & ask him to put himself in yours! Be a true leader & make it work!

GR: I

GR: Perhaps pay him straight commission so he only earns what he closes.

EB: Sign me up to be on his team. I'll learn what I can, apply what I know, work hard, and exceed expectations. If you pay enough..

GG: now, I'm interested in the other company that gives him 10x more... 🤔

GG: Keep him. Give him a team. Let him decide about this team. Delegate and expand. Is your chance to win more to your company.

BM: As far as I can tell, your top salesperson, someone that has worked hard to get where he is and keeps your customers happy, has been transparent with you about a lucrative opportunity, and you're considering firing him?  
  
May I ask what you would cite as the reason for termination? Is it that someone else recognized his value and has made him a better offer? Is it because he has come to you with a compromise, demonstrating his honesty and loyalty to you despite the fact that you're paying him 1/10th what the market apparently values him at?  
While you may believe he owes you for the training and experience, you may want to consider what he's given you in return. As your top salesperson, how much revenue has he brought in? Would you be where you are without him? If he's like most top producers, it's more than just the skills you've taught him that's gotten him where he is. It's the drive and passion combined with those skills that has produced results for the both of you. He's the face of the company to his customers. I've seen a lot of organizations undervalue the relationship between the customer and the sales person. Unless you've got a very unique product, it's not selling itself.   
Try the new arrangement before going nuclear.

JL: Next level trolling. 'George Osborne' posted by an' MP'. 👏

FP: Did I understand correctly, his part-time job pays 10 times more than full time job with you? Why the hell would he even think of working with you?  
Or did I misread? If yes, please correct me.

EB: Is 5:00 am to 11:00 am an ideal time for your prospective clients to communicate with him and for him to close deals? Could you serve two masters? How would you feel knowing his primary focus is on another better paying job over yours?  
  
Godspeed.

SR: The manner you are seeking advice before plunging into any involuntary decision depicts two pictures. One, the nature of a person you are which clearly represents you are a very rational person, you think logically and compassionately, you respect your employees and care about them. Secondly, the person in concern has a good credibility to you. I believe why not you give him a try if he can manage both ends. If he can't then you always have the option to take the hard course.

RP: Mike you have to ask yourself the following  
  
1. What value has he added to your business  
2. If he goes will the customers follow  
3. Why can he not do both roles after all if he continues to add value to your business your shooting yourself in the foot!  
4. You say you don't say you care what he earns but he's made you money maybe you need to change your mind set here from self interest to win win?  
  
Does firing him also damage your reputation, after all you sack a high earner you send a message out to other sales people to look elsewhere also.  
  
Finally my first boss said the only loyalty is a pay packets so why not pay him more to achieve more?

KC: you know that result better more than anyone else in my point of view your fighting for him from many days coz he's worth resource ..is that I'm right...?

PG: Is this Post for real? Mike come on!

MP: Thanks Annick

AFM: it's George Osborne he is using as an example. how many times does this need to be pointed out?

KIS: hi Mike   
I hope u know this example you can't travel with 2 boats standing on it.  
u must find another hardworking person and go forward.......

PV: What about understanding his value and revisiting salary and incentives. !!!! Companies ask their sales force to sale value but strive to evaluate their own force value. They are ready to compromise 5to 10 % of their price to keep their customers with value X thousand dollars and are scared of offering few hundreds dollars extra for their employees !!! Please calculate !!! It s your business !!! Value it !! This is my advice !!!

KM: spam.

SKH: I find this post amusing.   
  
Why on earth would your Sales Executive want to work two jobs when he has been offered another position at 10x the salary you have been given him for less hours? Does he not want quality of life?  
  
From your side, why would you consider keeping him on? Are you that unsure that you cannot replace his skills, dedication and retaining your client base? I think not. If he was irreplaceable, you would of rewarded him fairly for his outstanding performance and retained him, even if it is 10x more than what yiu are currently paying.  
  
Good Sales Executives are hard to find. When you find one that displays, PASSION, dedication, loyalty, sincerity and ambition, look after them as they will look after you. It takes years and years to harvest a client base,built on trust in order to get repeat business.   
  
Let him go and concentrate on another candidate that will harvest and grow your business.

JP: What are you selling ? Commission based? W-2 employee or 1099? No one pays 10x Probably 10x easier to make the sell .

FBS: Hello Mike, In reading your post and comments, I am confused to why you feel that you would need to fight for him, but he hasn't given you any fight. It sounds as though he wants to explore this new opportunity (10x your current pay is at least worth giving a shot), but he has given no intentions on wanting to bail on you. In contrary, he has expressed the want to continue offering his services to you and your company. as I have heard others say, I would just let this play out, and see how it goes. If he proves incapable of giving your business the dedication necessary, or his work becomes sub-par. Then, it would be reasonable to give him an ultimatum, or just let him go. I do hope it works well in everyone's favor regardless.   
-Good Evening

RA: Hell yes  
Most talented people can spay the plants that need water and plant seeds post harvest

MP: It is surprising how many people think that all these jobs can be done too well. Even looking after the 62000 clients!

MC: I think we've worked out now that the "employee" is George Osborne.   
I have to congratulate the original author on creating such a stir.  
I hate what can be the meanness of the internet, and certainly hope no one thinks I'm being mean when I say some of the pseudo management speak in this thread is pure comedy gold.

LM: My question is...... What is his new role that pays £740,000 a year on a part time basis?

ST: Is this some type of Research or Social experiment?

SV: I am sure, the employee in question, must have also posted some comments here, under a fake name ;-)

KC: Tatton has 65000 on the Electorate roll. I don't know what MPs do day to day but I've heard it can be a demanding role. If he is expecting to combine this with his Black Rock and Evening Standard work the people of Tatton are being short changed and need to demand an MP who best represents them. Wouldn't you say?

KC: Mike i believe your question relates to George Osborne MP. Is he worth fighting for....no!

TR: Is he worth fighting for? only you can answer that Mike.

TH: You did a Great job facilitating the growth of your employee. If he really can get 10 times more elsewhere, then you are a great employer that can deliver a promising future for others. Use that to your advantage and make sure the next ones you hire have more insensitive to say around

RJM: My question is: How is it that this person can may 10x his salary working part time, then if he works full time for you? And what is keeping him working for you?

ST: If Mike MikeMikeMike Pedersen did make up this story for the purpose of generating traffic I would deem him successful...but the question then is at what cost? If all the new traffic is negative what did you gain - or worse, what did you lose??

SP: I think you are just using this media in a unseen way to advertise your Eco house.

AFM: I love how everyone is slating you as a weak minded boss and for wasting their time...yet it is they who choose to read a post and they alone who choose to comment.....oh the irony!

ACL: Hi Mike, I have already commented your last post on the same subject, where I didn't mince my words as I reckoned you could take it. Now you have another angel with developments which you want others viewpoints on. My question to you is: your profile states you are retired and the title AirBnB superhost is presumably your title as a private person offering accommodation so if that is the case, how is it that you have sales staff? I appologise for being so curious but I keep trying to get 2+2 to give 4 but in your case it keeps giving 5. My direct answer to your question in this post re. the man's ability to serve you in good faith: He is your top sales person and if his other job is in the same line of business then I would think that there would undoubtedly be a conflict of interests at some time or other.

JDL: Please, fire the guy! He - and anyone else for that matter - deserves a far better and more competent boss than you! Man up!

CM: Absolute utter plonker.

CM: Mike please stop wasting people's time on linked in with these bogus stories to generate comments / likes / traffic. This is not want linked in is meant for. You're claiming to have a team of staff, one of whom is on 70k, I'm sure to have a company with a team of staff on good salaries, would suggest it's not run by a complete clown who consults linked in on HR matters of whether to hire or fire someone or whether someone is "worth fighting for". This is not a love story. Had these been true, you'd have been dragged through tribunals already for putting this up about a member of your staff, asking the public to assist / dictate his future. So although you are clever by claiming to be dumb, could you not use other channels / social media for these things?

KM: it is not possible to manage both the jobs at the same time as you also know the persons work capacity. He will be unable to perform well as well as with the dedication as he was doing before.

AA: This post could not be dumber. Thanks for wasting my time. Hopefully u let us know how this turned out for him cause clearly it will work out better for him than you. And you don't answer any of the great comments on here. You just have a generic answer to everyone that also makes no sense

RCR: what ever the decision u take u do it in ur favourable time, as i told earlier , no need to worry any thing, all will come under ur control as u follow it it is the best way. to take all decisions. and it will work for u send ur DOB details i am not a astrologer dont worry .it is the idea what i got it from my guru , if it be usefull for u, why can't i share this ? not for now only u can use it always when u take good decision and for contract also , this is a help what i can do now the sukran is with him and the sani is with u . i think so   
  
thank u   
Agastheeswaraya namaha

MCM: Hold on, we are changing the proposal from a few days a month to 6 hours a day? Completely different scenario and consequences. This won't work long term. He is hedging his bets until the other job takes off. He will put his energy into the efforts that give the highest return. Perhaps it would be a good idea to have him train his replacement while he's willing to continue with your company. :)

RCR: no firing, nothing will happens if a husband and wife got doubt about each other what will happens ? same the situation here my boss . this is also a family with so many employees you will be the good father and he will be the son . in a family when a business got crack with single person please quit him away , otherwise he will make others also same if they are not really INTERESTED , give a chance for another guy. there will be, u would have been norice till now , he will be near with u itself just think of it , he would be more talented than him also it will be good only , dont worry , one drop of poison will mix with full glass of milk .

DAM: Sorry, I don't believe this story a bit. Perhaps if there were a 10% difference in salary, your employee would be considering staying. Perhaps if he were making 10x more on an occasional consulting gig he would be mentioning it to you as a hint for a raise and to get permission (i.e., non unintentionally violate a contract). And I realize there is more to a job than money. But who are you kidding? Would anyone on this message board think twice about a legitimate offer at 10x their salary? There are no perks That Airbnb could offer that would be worth forgoing ten times this guy's salary. Either you are making this up or he is. If it's the latter and you are buying it, maybe he really is a great salesman.

AS: I say give him a chance to prove you wrong. If he doesn't keep his commitment to you, then fire him. But he's been too good to the clients and the company to cut him from team due to a "gut" feeling of you thinking he cant do both.

MF: Mike, long time no speak.....I always worked on the basis that if they want to go, let 'em go.....there is always another one round the corner. Don't waste another minute on this and I bet you end up with something better than you've got now!

JJ: No brainer. Wait and see how he handles both jobs. What milllennial has only one job, by the way?

KW: Mike Pedersen when you say he is offered 10x the pay, are you referring to the hourly rate or annul rate? If it's the annual rate I stand by my previous comment. If it is the hourly rate, and the job isn't in the same career field, then I say keep him and keep an eye on his performance. You can't fault a guy for wanting a second job to earn extra money for himself

LRM: Only you will know if you should fight for him....doesn't sound like you will need to. He wants to stay with you. I agree with Richard Alford - value your staff from the beginning!

KT: Set clear expectations in WRITING, for the amount of sales you expect him to produce, as well as the image you expect him to project as a representative of the company, and any other reasonable expectations you would apply to all other sales representatives... if he meets those expectations any potential double dipping he is doing shouldn't be an issue unless it interferes with any of the expectations you set forth. If he meets those expectations, but could exceed them if he wasn't double dipping- well, that would justify a "meets expectations" at review time versus an "exceeds"... If he doesn't meet the expectations- you have it in writing and can proceed to manage him out.

MP: We learn by sharing...

LK: People juggle all sorts of roles and responsibilities these days. Flexibility is going to be the name of the game for future generations so why not encourage his devotion to your company further by encouraging him with his new role as well and being flexibile.... you can both discuss in a few months if performance is an issue.

RG: I wonder how he manages to get 10x paying job everytime he applies for a new job. Seems either your sales guy is lying about the salary or you are cooking up a story to get new coments. Anyway, as human factors appy, I dont think a guy can work more than 10 hours a day in a high pressure performing job like sales.  
Getting 10x more than before is good enough, how can a person stay on with someone paying 10x less and expecting same amount of time and energy.

DL: wish I had that luxury that your sales guy has. maybe you're going to keep him because the juice is as good as the squeeze?

MA: In case he has to perform a critical task for both companies in the same time frame and this time frame allows him to fulfill only one of them ... which one he will accomplish, if yours keep him.

BL: On a lighter note - If he were married to one woman, would it be alright for him to have another wife/ girlfriend on the side...Would his first wife permit him to be involved with another woman on the side :P (No offence intended to anyone - but just an analogy)

RB: He is trying to show people that it is ok for an MP to work for a newspaper and be an MP at the same time - it isn't, and has no baring on someone else having 2 jobs. He is also not very good at what he does.

DI: The question should be are you worth fighting for. Grow a pair.

BL: Throwing in my two cents worth - One cannot serve two masters at a time...injustice will be caused to one, whether it is you (who has trained him to this level) or the new company who has hired him. I personally think that the main reason he wants to keep the current job (with your company) is because he is probably scared that he may not be able to perform as expected in the new job....which is paying him ten times more than his current package... should you keep him or fire him? Well, I am sure your business will still survive without him - if he was not on your team. Anyway, he has to consciously and prudently choose which company he wishes to work for - and avoid the stress for everyone including you.

RR: Yes, His low dedication will reduce your productivity. He is top sales guy and things are confidential. But which customer is going to give business leads to him in early morning as he is a sales person.

II: Speaking out of experience, I once tried the same thing with an employer but I soon realised I couldn't pull off two jobs. At the end I was still at the same place where I had to decide.

WL: To be honest, I find it hard to think he can be effective at both positions and at the end of the day, he would have to chose one. I think the best way to proceed is to have a heartfelt talk with him. Raise some of the same concerns you've raised here and find out what his thought process (this might help with the way you feel) and just be honest without being judgmental. I think the solution will sort itself out organically (he may drop the other position or decide to quit).

WJ: Reminds me of the time years ago when I told my first boss face to face that I accepted another job while still working for him. With a straight face he goes, "great now you have two jobs, what are going to do?" :-)

NW: it is illegal to work part time when you are doing a full time job accordingly to the contract and labour laws of Sri Lanka

VSR: Uncertainty is at the heart of risk management.. there are signifant levels of uncertainty with regard to your firms future customer relationships and employee relationships.

MJ: If you don't know already maybe not.

EA: yes, yes. A resounding yes. Otherwise we wouldn't have the pleasure of having this conversation.

MS: You should not be broadcasting such a personal and confidential employee related issue. Speaks volumes that you broadcast this openly where is confidentially! !!!

BB: As long as I continue updating my post with replies from submitted comments, I have a recurring revenue stream, and I can continue as a Superhost @ Airbnb.

BB: I have a great idea to generate organic leads on LinkedIn. It involves posting scenario-based business questions generic enough to reach the largest target audience. Ideas can be found virtually anywhere (personal blogs, academic texts, LinkedIn), providing an endless supply of content. Comments provide Lead validity, and provide an income of approximately $10 per 1,000 organic leads....

AFM: it was a joke....I made a joke

MP: Rob, I didn't want to cloud the issue by introducing the letters MP. But I am amazed at the responses. I have to think very carefully about my analysis.

RR: I'm stunned that everyone is engaging with this so much and having a go at Mike. You do realise he's just making a point about George Osborne's current situation, right?

CW: If you value this employee as much as it sounds you do you can either match the salary of the new job (which I'm assuming you can't) and tell him you want his employment exclusively or express your concern about him having two jobs and let him decide what he wants to do. At bare minimum you should congratulate the employee for his achievements and wish him luck for the future wether it be with your company or an other.

KD: We employers don't own our staff. We often forget that, myself included. Only issue here for me is the conflict of interest you mentioned in the previous post, I wouldn't employ anyone in the world that wasn't going to be committed to my company whilst working - that's all that matters if he's going to do his normal job at hours that suit your company (flexi time would be ideal here). If someone wanted 10 jobs whilst working at Ibiza Digital Media then good on them. If fatigue came in to it then they would be treated like every their employee with fatigue - told to sort it and get back on the ball.

JC: A stand out comment in your original post is "Our job is more than full-time" ... so you're consciously under resourcing. Play that strategy forward and determine if it sits with your values

RA: Yes keep him, but don't accept anything less than what he is giving you now. If he can't keep going full time then think if he is worth more to you part time than a new untrained member of staff. As an assist I think it's great you have trusted LinkedIn to ask these questions, your staff should be impressed that you are gauging options rather than making a quick decision on your own. Those who say fire show the lack of value placed on staff these days.

MD: As per my first post on your original post :  
  
Why not see if the business he's taking on the side is something you can work with , im sure it wouldn't be direct competition , is it ? If he's targeted and confident he can meet his targets then why not ?? As a director and an employer I would trial the situation but also find a way I could generate revenue from it too

SK: Sounds like George Osborne.

DE: Not that I'm a mind reader, but seems to me that these are hypothetical questions because no manager would ask advice about a real person so publicly. It might not be breaking any rules, but it definitely isn't best practice. Not that I'm judging Mike for harvesting information, because there's nothing worse than judgemental people!

RKK: If he has worked with you for a long period and has served you well I personally would suggest to retain the person and give them a chance. If it any way has a negative impact on their performance tell them to choose one job or fire them. I think everyone deserves a chance and it will only that you value your employees and support them to try new things.

VC: What if you were in his place? Would you want your manager to fire you for being transparent?

AFM: I would now fire you!

SP: Only you can answer that question. The fact that you are asking a wider audience suggests your gut is telling you to do something. From my experience, trust your gut....

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