



WHY LEADERSHIP RELIES ON THE UNSEEN TO GET UNCOMMON RESULTS



## LET'S MENTALLY STRETCH

(OK, PHYSICALLY TOO...YOU KNOW YOU WANT TO)

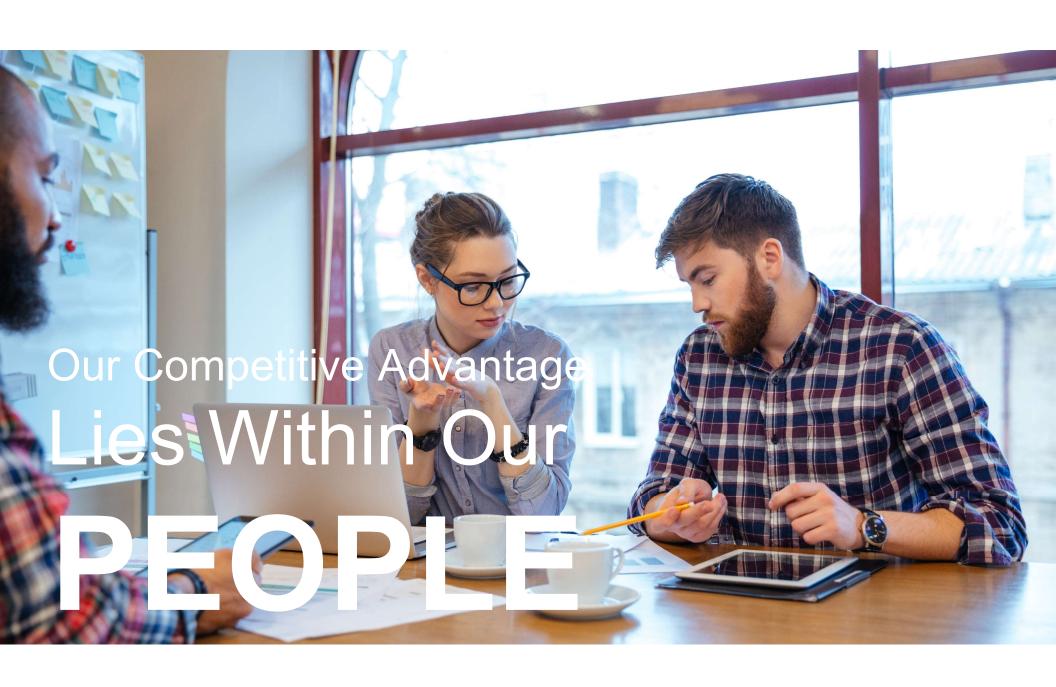
IS MANAGING TODAY REALLY ALL THAT DIFFERENT?

ARE TODAY'S EMPLOYEES REALLY THAT DIFFERENT?

ARE TODAY'S CHALLENGES REALLY THAT DIFFERENT?

IS TODAY'S GLOBAL ECONOMY REALLY THAT DIFFERENT?

THEN WHY DO WE MANAGE
THE WAY WE'VE BEEN
DOING IT FOR THE PAST 60
YEARS?





**EMERGING TECHNOLOGIES** 

AI - ROBOTICS - SENSORS - DATA

57% OF JOBS ARE VULNERABLE TO AUTOMATION AND REENGINEERING

NO LONGER – HALF-LIFE OF A CAREER
NOW – THINKING HALF-LIFE OF A COMPETENCY

5 YRS

WE HAVE TO WORK DIFFERENTLY

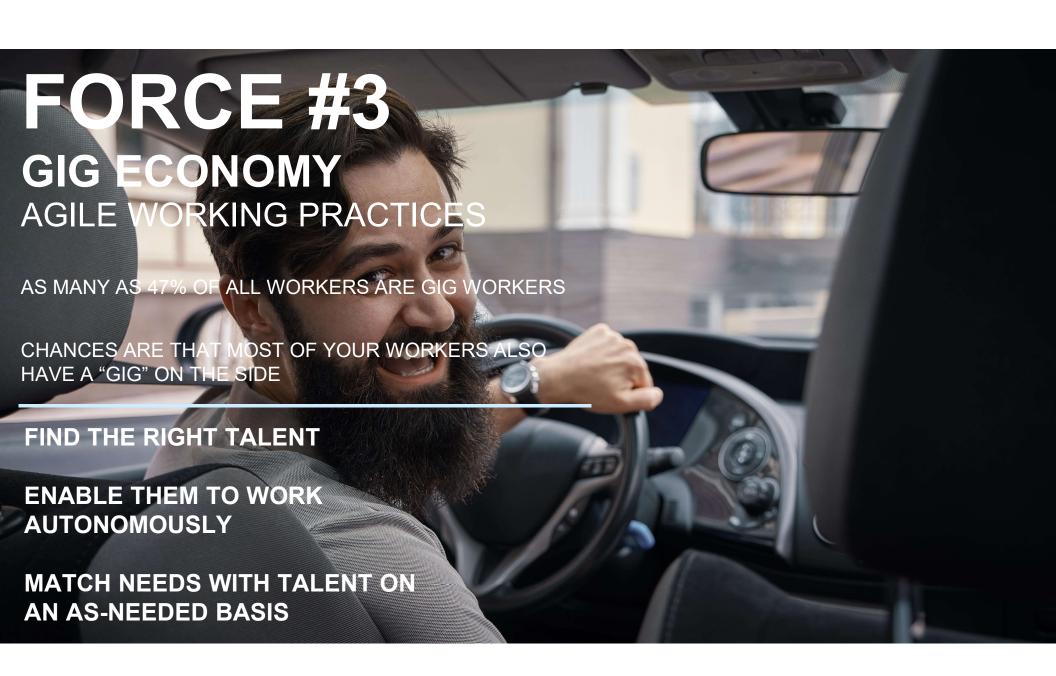
WORK IS MORE COGNITIVE IN EVERY INDUSTRY

HUMANS MUST GET SMARTER WE MUST CONTINUOUSLY REINVENT OURSELVES

WE MUST CONTINUOUSLY REINVENT OUR COMPANY

WE MUST CREATE
LEARNING ORGANIZATIONS



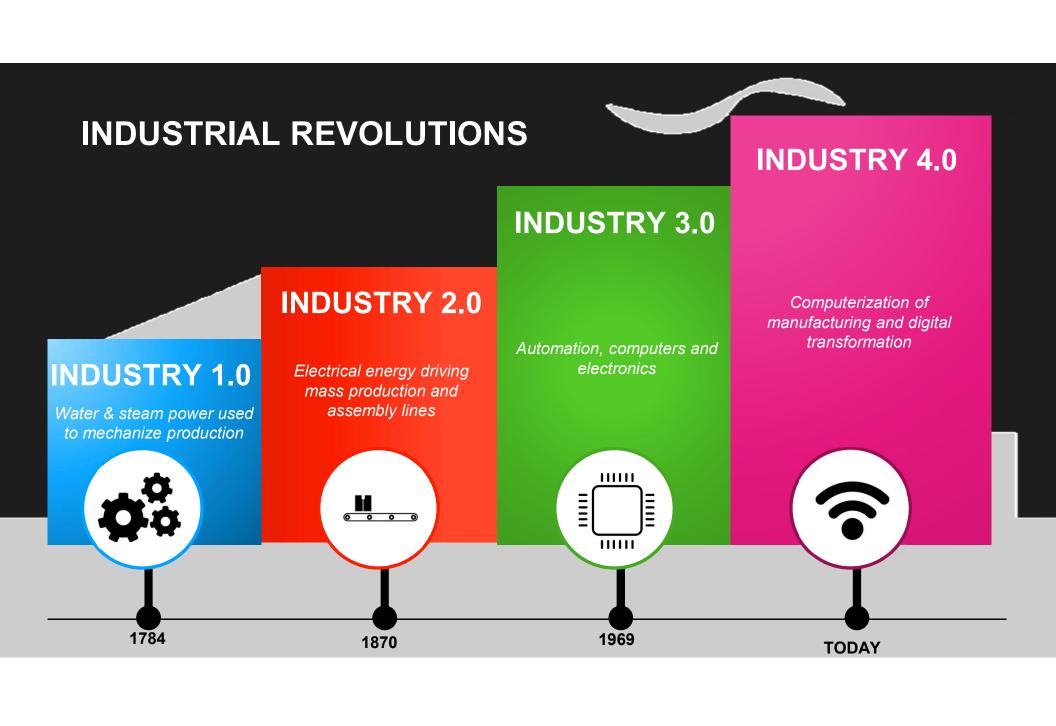


















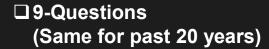




## **PROCESS**



**□ 30-Minute Interviews** 



- □ All Prod Managers on Initial Panel
- ☐ Narrow Down to 3
- □ Run Final 3 Through a Tougher Process















## **CRITERIA**

- ☐ Pick the Best What We've Got
- ☐ We'll Know it When We See It

# KEEP DOING WHAT YOU'VE ALWAYS BEEN DOING





## TOP CHALLENGES

## **MANAGERS STILL AVOID CONFLICT**

Why deal with it when we can just work around our problem employee?

## MANAGERS AVOID ACCOUNTABILITY

It's too uncomfortable to tell someone they missed the mark...so they keep on missing it.

## MANAGERS STILL LIKE CONTROL

There's risk in letting employees loose to figure things out and solve problems on their own.



## **EXACERBATED BY**

## **USING OUTDATED PROCESSES**

Still using the ANNUAL performance evaluation as the primary measure of employee success?

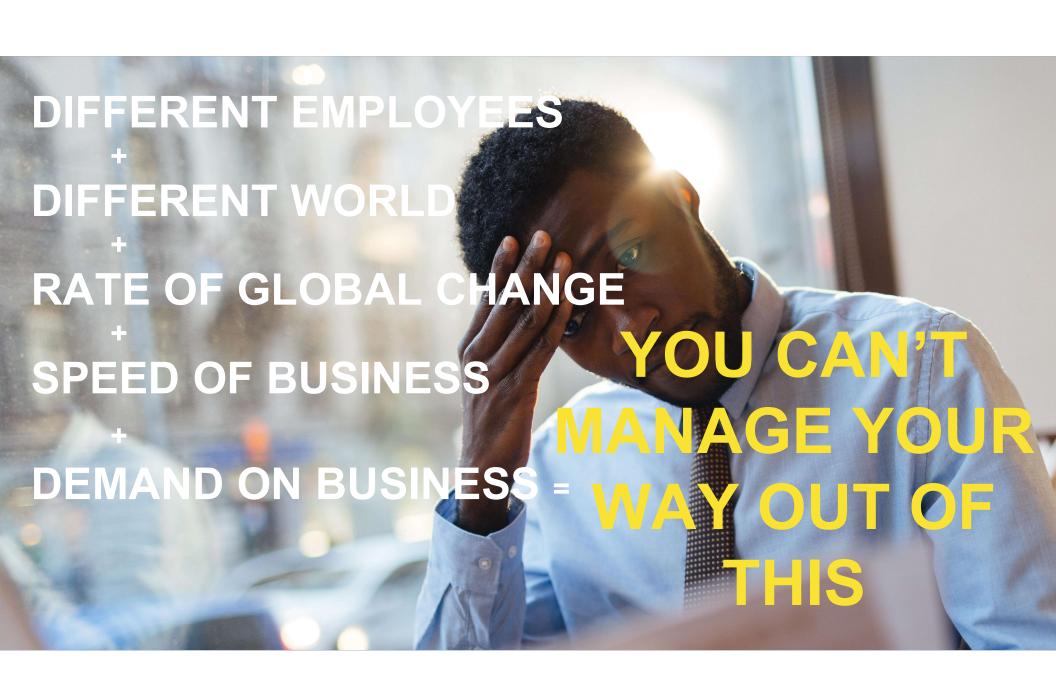
## FOCUSING ON THE INDIVIDUAL

All performance, accountability and rewards are based solely upon individual performance/outcomes

## **NO CLEAR DIRECTION**

Employees are left to "figure it out" on their own to determine expectations, performance criteria

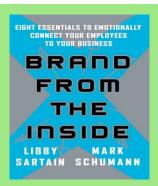




## THE TRANSACTIONAL RELATIONSHIP IS ASSUMED...



IT JUST HAS TO BE RIGHT...BUT IT'S MUCH MORE...



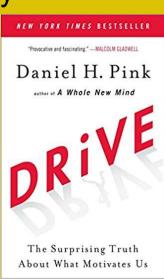
## Sartain & Schumann Employment Branding

Create Emotional Connection to Your Brand and Company to Generate Performance and Loyalty

## **Dan Pink**

If pay is taken care of...

- 1. Autonomy
- 2. Mastery
- 3. Purpose





Jacob Morgan
Employee Experience Advantage
Culture
Technology

**Physical Workspace** 

## **NEW EVP**

## **ALIGNMENT**

Goals Culture Image

## **PEOPLE**

Networking
Engagement
Support from Others

## COMPANY

## **REWARDS**

Equitable Base Pay Health & Wellness Rewards / Recognition

## TALENT PLATFORM

Identify Available Skill
Identify Needs
Match

## **WORK CONTENT**

Purpose Nature of Work Innovation

## **CAREER / DEVELOPMENT**

Career Plan Skilling Learning

## CAREER

## **TECHNOLOGY**

Access Speed Cool Factor

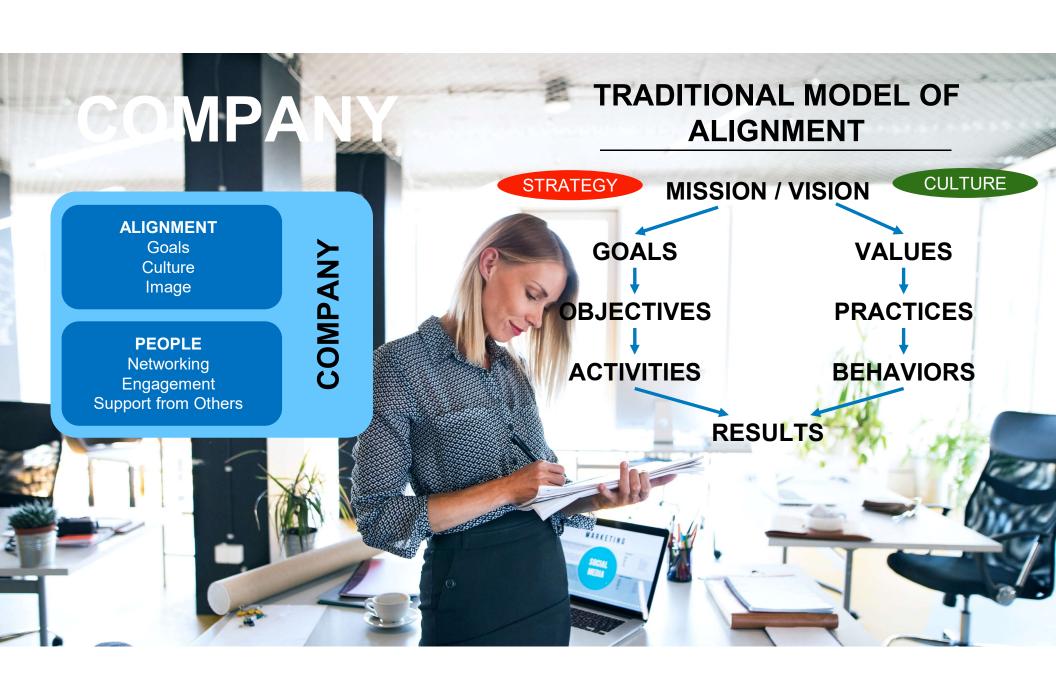
## **PHYSICAL ENVIRONMENT**

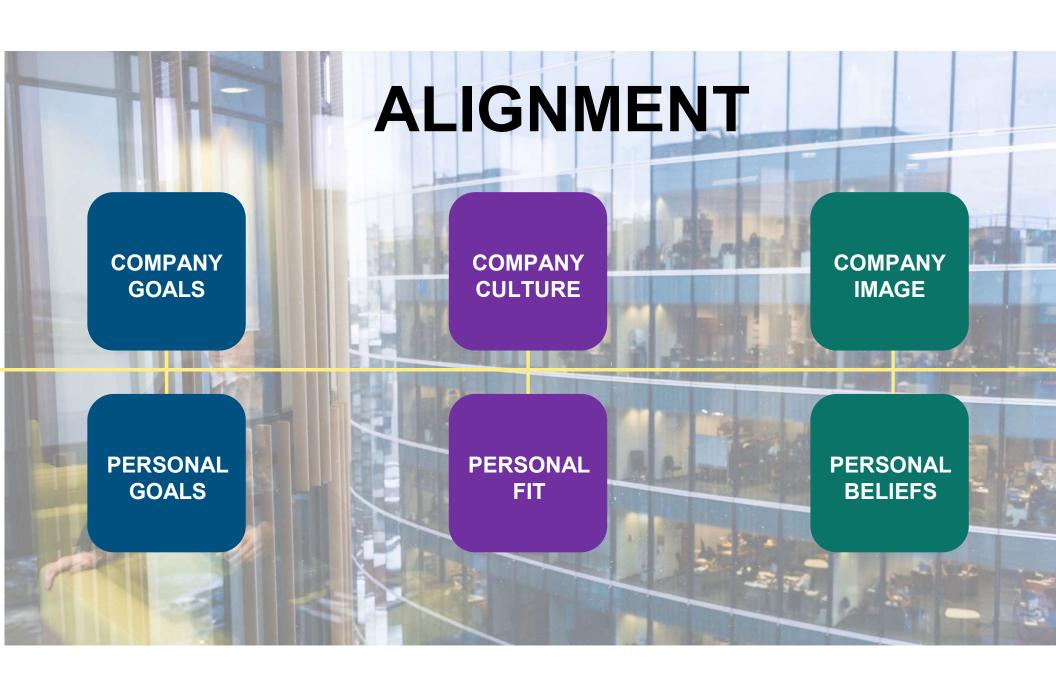
Flexibility
Inviting
Cool Factor



## ENVIRONMENT

TALENT







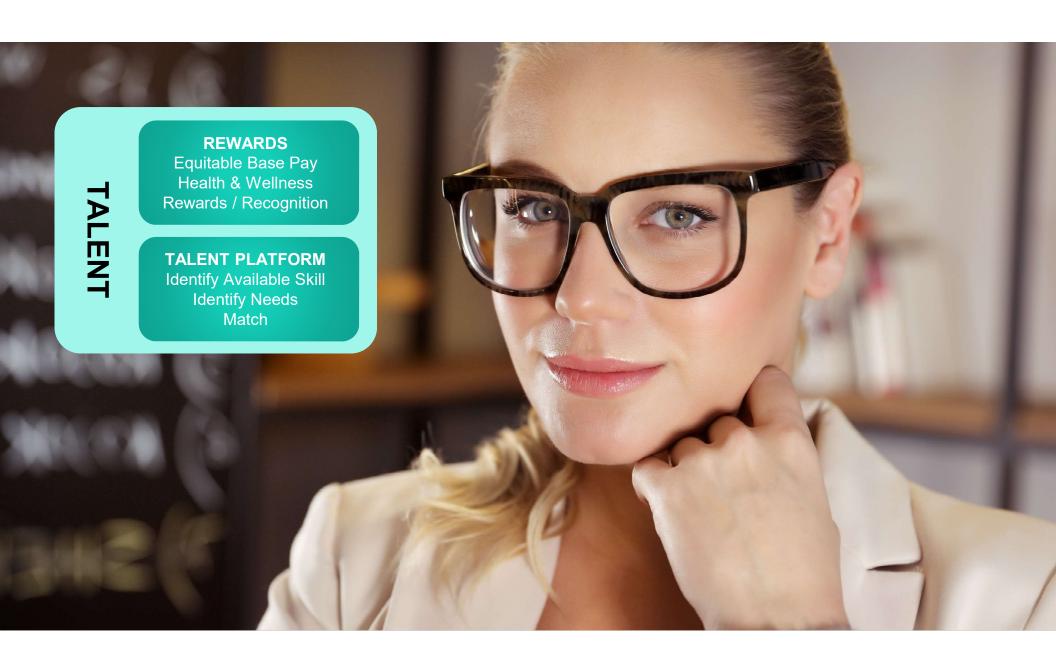


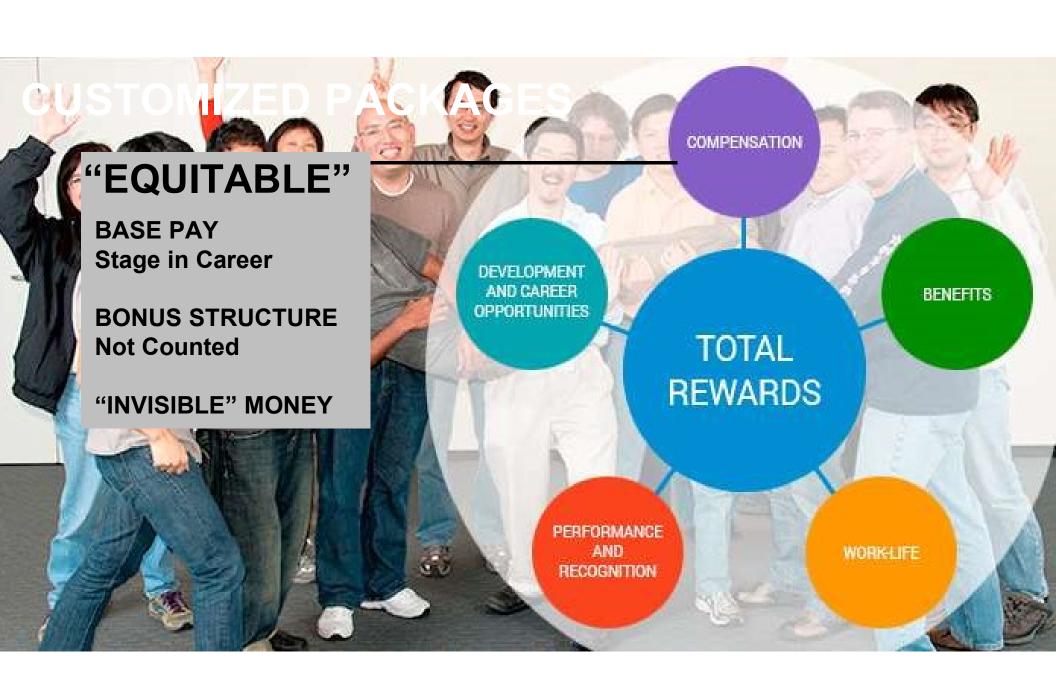


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# GIG-ING THE WORKPLACE

## The gig economy

42

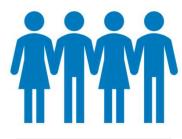
US workers are 1099

34% of the workforce has a second job

65 million

Projected increase by 2020

1 of 3 Millennials freelance



IDENTIFY TALENT



IDENTIFY NEEDS

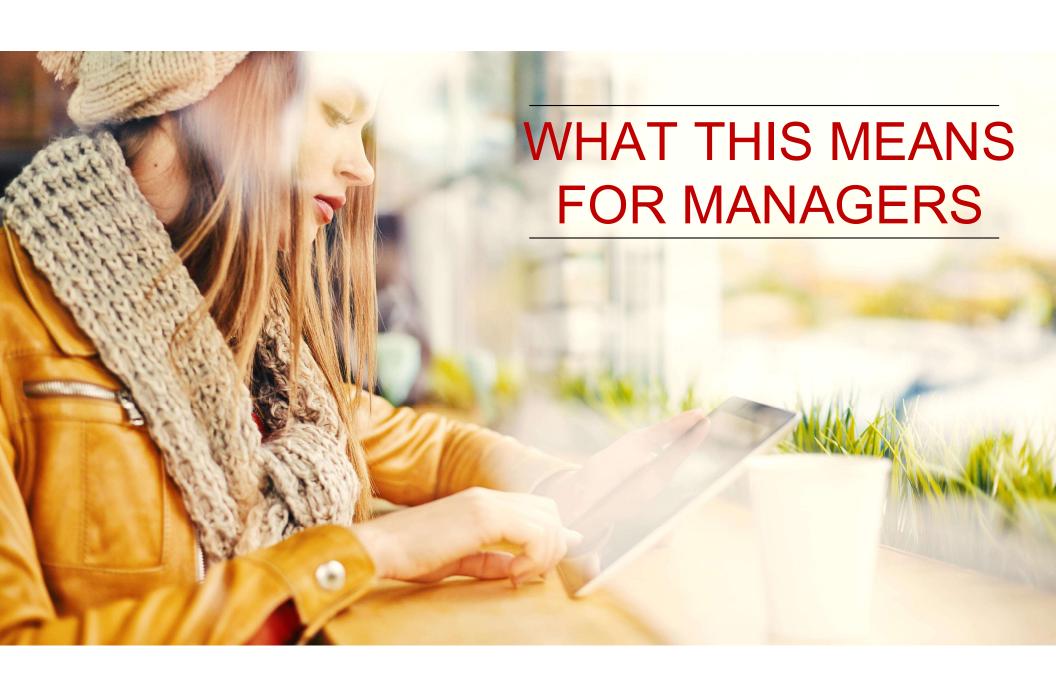
## **DEFINITION**

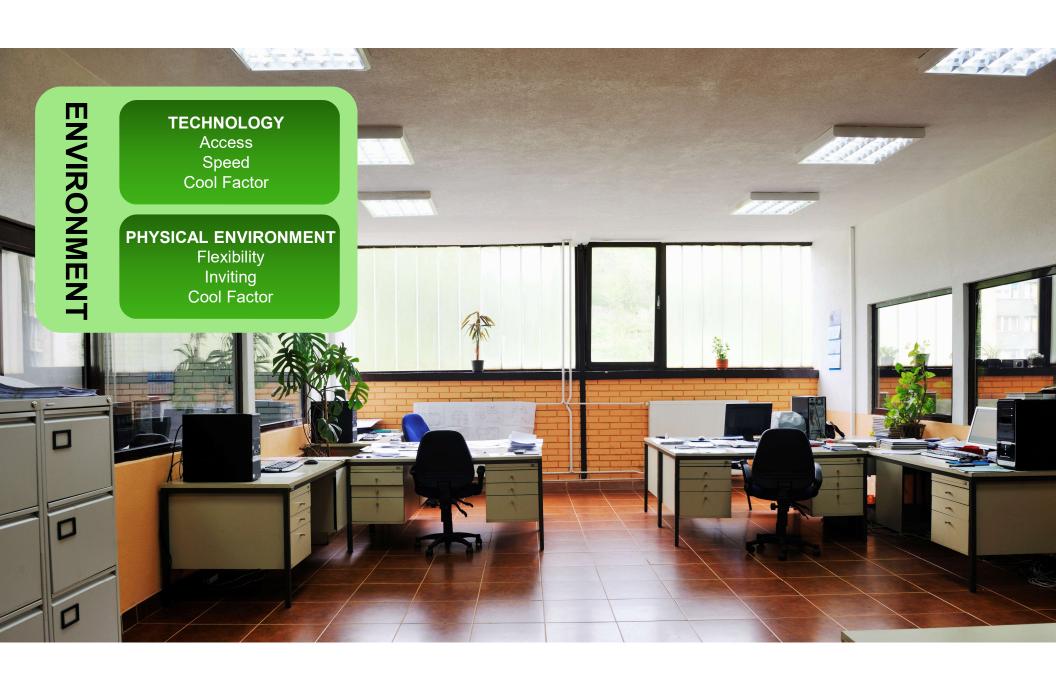
noun: "temp-reneur"

**TEMPORARY WORKER** 

**ENTREPRENEUR** 



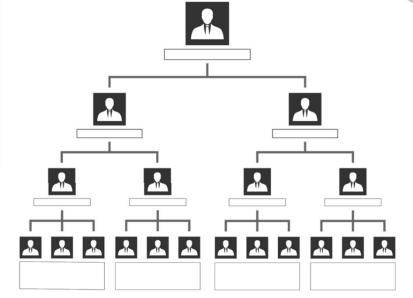








## Job Description



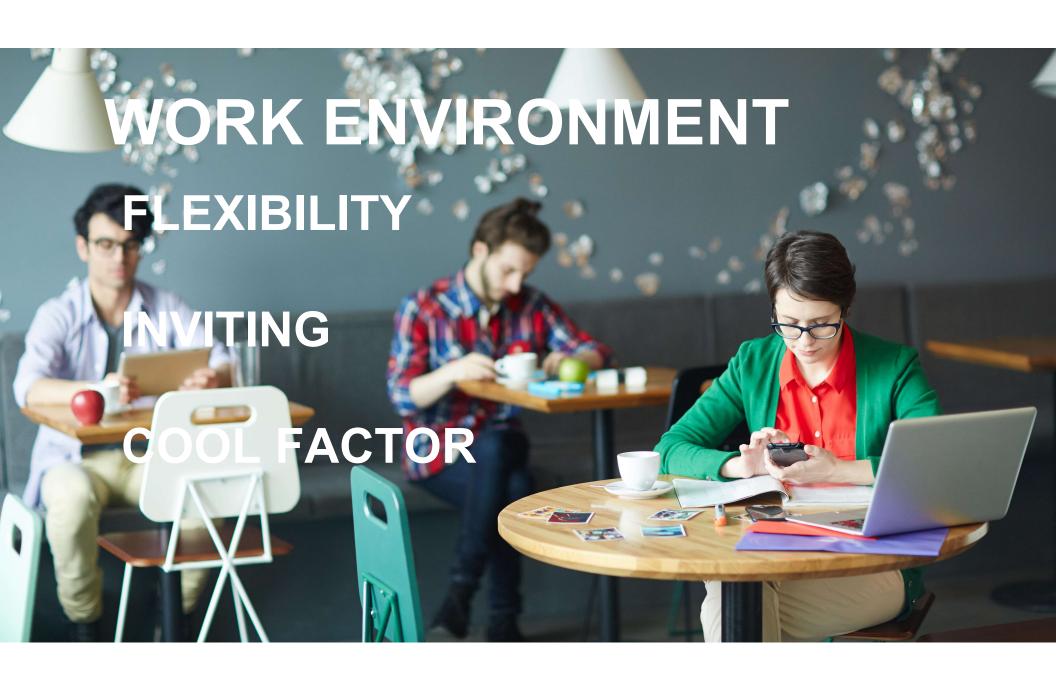


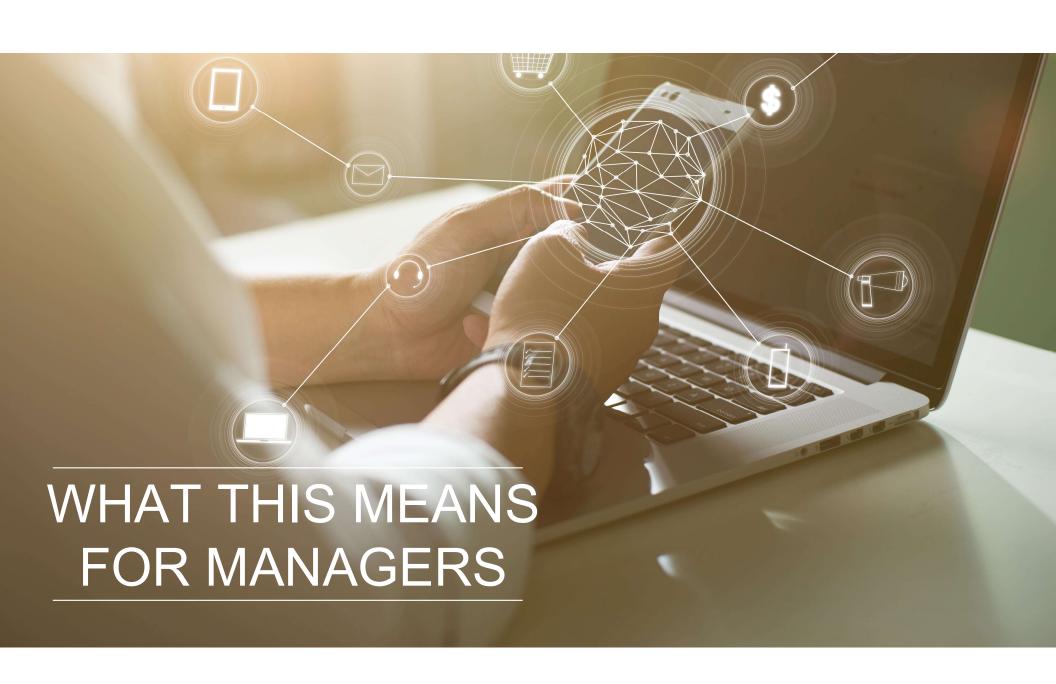




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## Dr. Wade Larson in @DrWadeLarson

www.WadeLarson.com

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