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**Wade's for the Day**

- Balance flaws with strengths
- Go where no one has gone
- Not afraid to take risks
- Admits mistakes & learns
- Relies on team
- No "No Win" situations
- Openly embrace diversity

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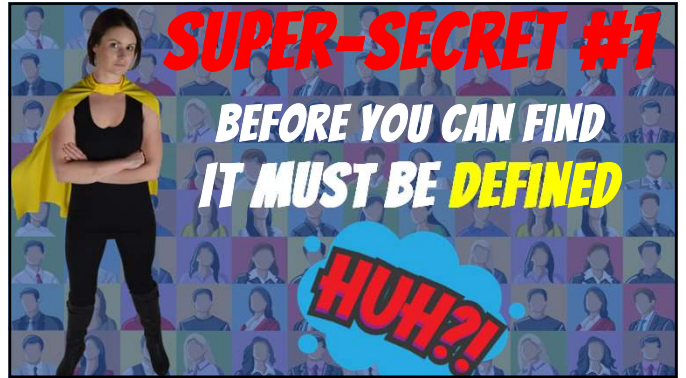
	<b>ARCHER</b>	Good Luck!	<b>A "Captain" isn't just a Captain...</b>
	<b>PIKE</b>	Fix this mess we've made...	
	<b>KIRK</b>	Boldly go...	
	<b>PICARD</b>	Diplomacy	
	<b>SISKO</b>	Baby sit.	
	<b>JANEWAY</b>	Get home.	
	<b>BURNHAM</b>	IDK...	

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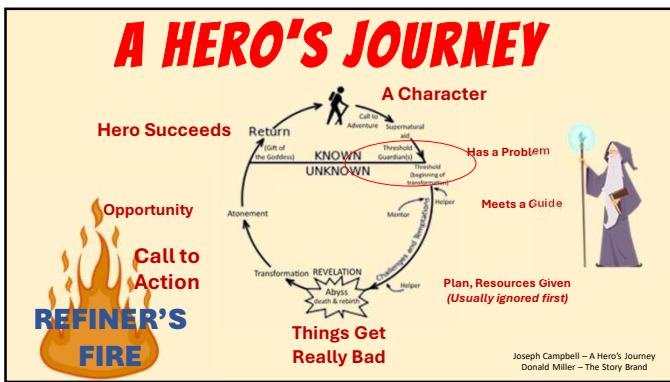
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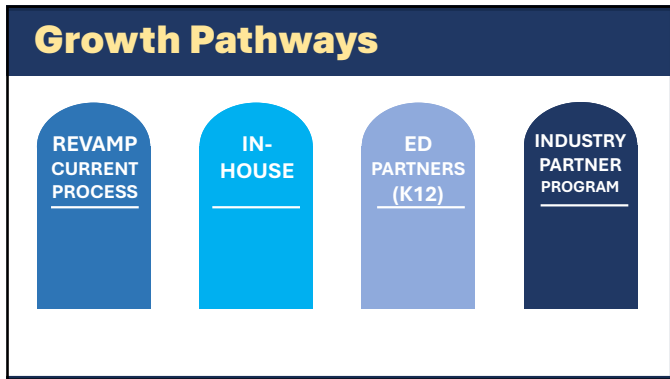
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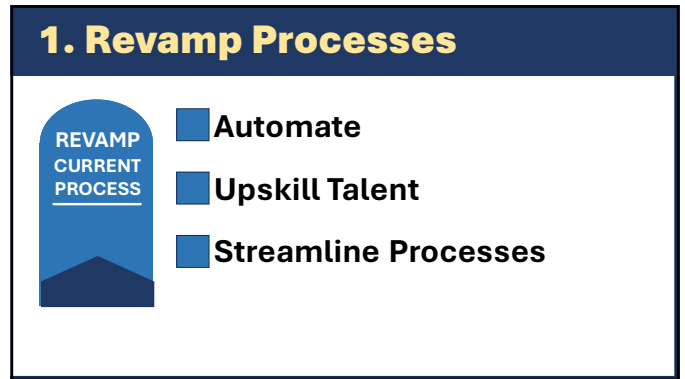
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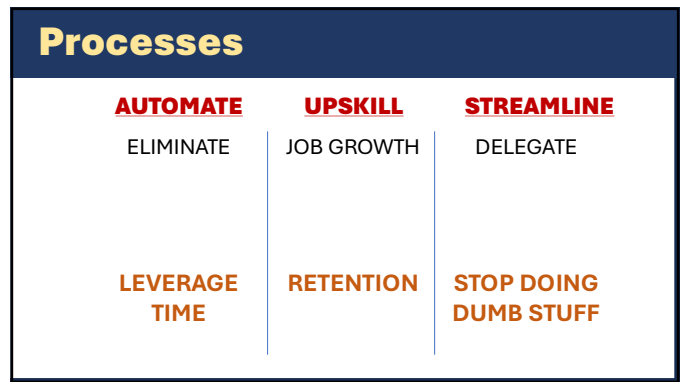
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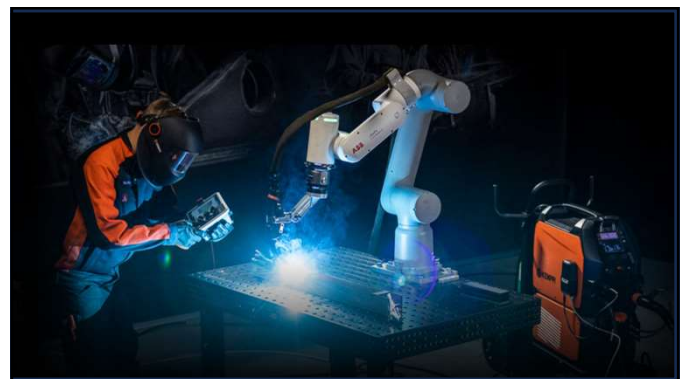
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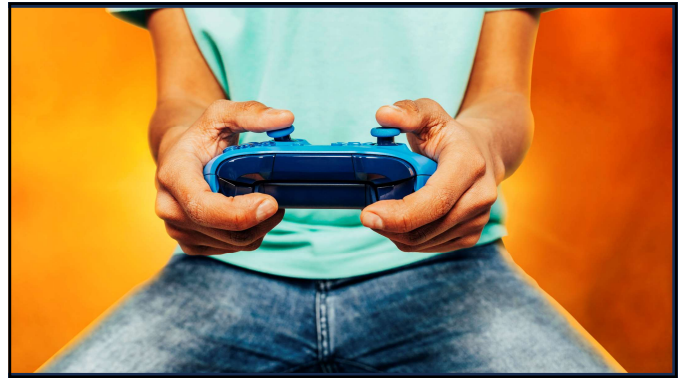


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## 2. In-House Programs

IN-  
HOUSE

- **Competencies (Skills)**
- **Development Culture**
- **Managers**

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## 2. In-House Programs

IN-  
HOUSE

- **Competencies (Skills)**
- Know | Be | Do
- Success Factors
- What “Good” looks like

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## 2. In-House Programs

**COMPETENCY** What am I looking for?

<b>Development</b>	Train to “Next Job”
<b>Ongoing</b>	Train to “Mastery”
<b>Onboarding</b>	Time to Proficiency (Train to Comps)
<b>Point of Hire</b>	Selection Criteria • Evaluate Status

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### Primary Question

# WHAT IS MY FUTURE?

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### 2. In-House Programs



- Competencies (Skills)
- Development Culture
- Managers

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### 3. Education Partners



- College
- High School

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## Define the Question...



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**4. Industry Partners**

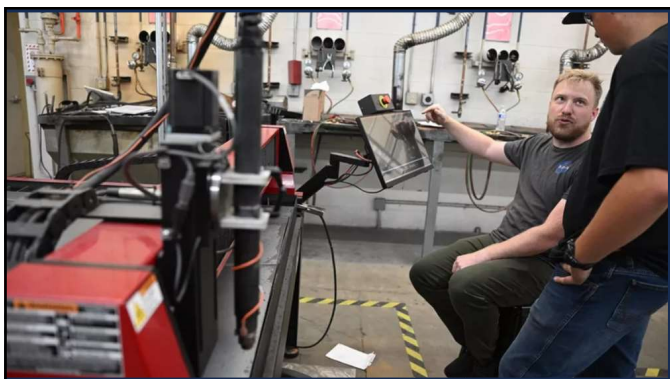
INDUSTRY PARTNER PROGRAM

- Coopetition
- Collective Efforts

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**Back to the Question...**

Qualified Candidates Faster?

**Innovate Ways to Tie it Together...**

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**The Why...**

**Meet Joe...**

58

**The Why...**

**Meet Joe...**

59

**How Do I Start?**

**START**

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**In the Moment**

**You've Gotta  
Just Do It**



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**The Lesson May Follow**

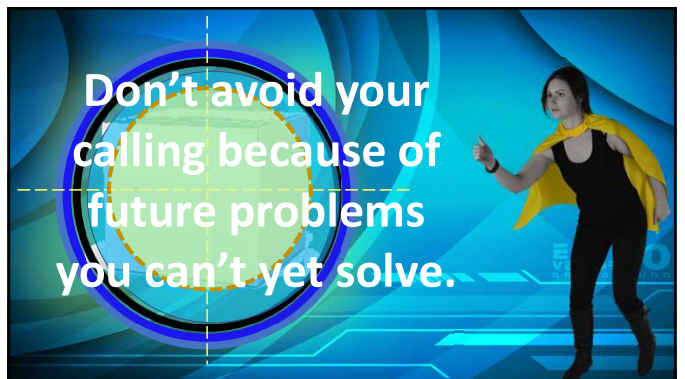
**The Heights  
Won't Kill You**

**Next 3 Steps**



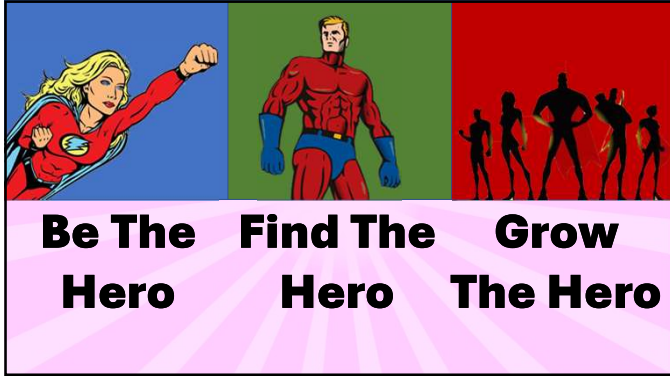
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**Don't  
Forget to  
Look Up**



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**Don't avoid your  
calling because of  
future problems  
you can't yet solve.**



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**GET SLIDES**

**Dr. Wade Larson, SHRM-SCP**  
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