

**HOW TO
START A**

REVOLUTION



FIND & DEVELOP YOUR OWN SUPERHEROES

GET SLIDES



Dr. Wade Larson, SHRM-SCP
Optimal Talent Dynamics | Wagstaff, Inc



vs.



GET SLIDES





vs.



GET SLIDES





Why Choose?

GET SLIDES



WHAT'S A HERO???



POW!

A person admired or idealized for courage, outstanding achievement, or noble qualities...

GET SLIDES





**EXTRAORDINARY
POWERS**

HEROIC EFFORTS

**WHAT'S A
SUPERHERO?**

HUMAN RESOURCES





YOU GOTTA KNOW IT TO SEE IT

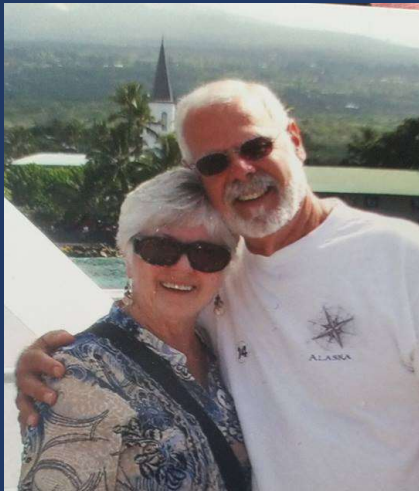
WHO ARE YOURS?

MEET THE HEROES



WHO ARE YOUR HEROES?

MEET THE HEROES



WHO ARE YOUR HEROES?



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



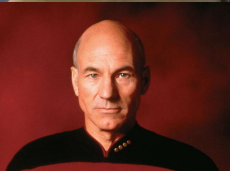
ARCHER Good Luck!



PIKE Fix this mess we've made...



KIRK Boldly go...



PICARD Diplomacy



SISKO Baby sit.



JANEWAY Get home.



BURNHAM IDK...

**A “Captain”
isn’t just a
Captain...**



HOW DOES A HERO

BECOME A

HERO?



SUPER-SECRET #1

***BEFORE YOU CAN FIND
IT MUST BE DEFINED***



Three women dressed as superheroes stand in a line on the left side of the image. They are wearing black outfits with colorful capes: yellow, green, and red. They have their arms crossed and are looking towards the right. The background is a blue field with a pattern of white polka dots.

START

What do you need?

What does “Good”
look like?

Who do you need?

RATHER THAN STARTING HERE



WHO SHOULD I HIRE?

An illustration of an industrial facility. In the foreground, there's a body of water with a green pipe discharging into it. Behind the water, there's a large orange building with a blue staircase on its side. To the right, a tall red smokestack with a black ladder and horizontal rungs is visible. In the background, there are several other industrial structures, including a grey building with a dome and several smokestacks emitting grey smoke into a hazy sky.

START HERE...

WHAT NEEDS DONE?

PROBLEM SOLVED?

WHAT DOES IT TAKE?

WHAT DOES "GOOD" LOOK LIKE?

LIST REQUIREMENTS & DESCRIBE...

***HOW
MUCH?***

***FIT?
PRICE?***

***WHAT
LEVEL?***





EASIER TO KNOW...

ALSO

CONSIDER...



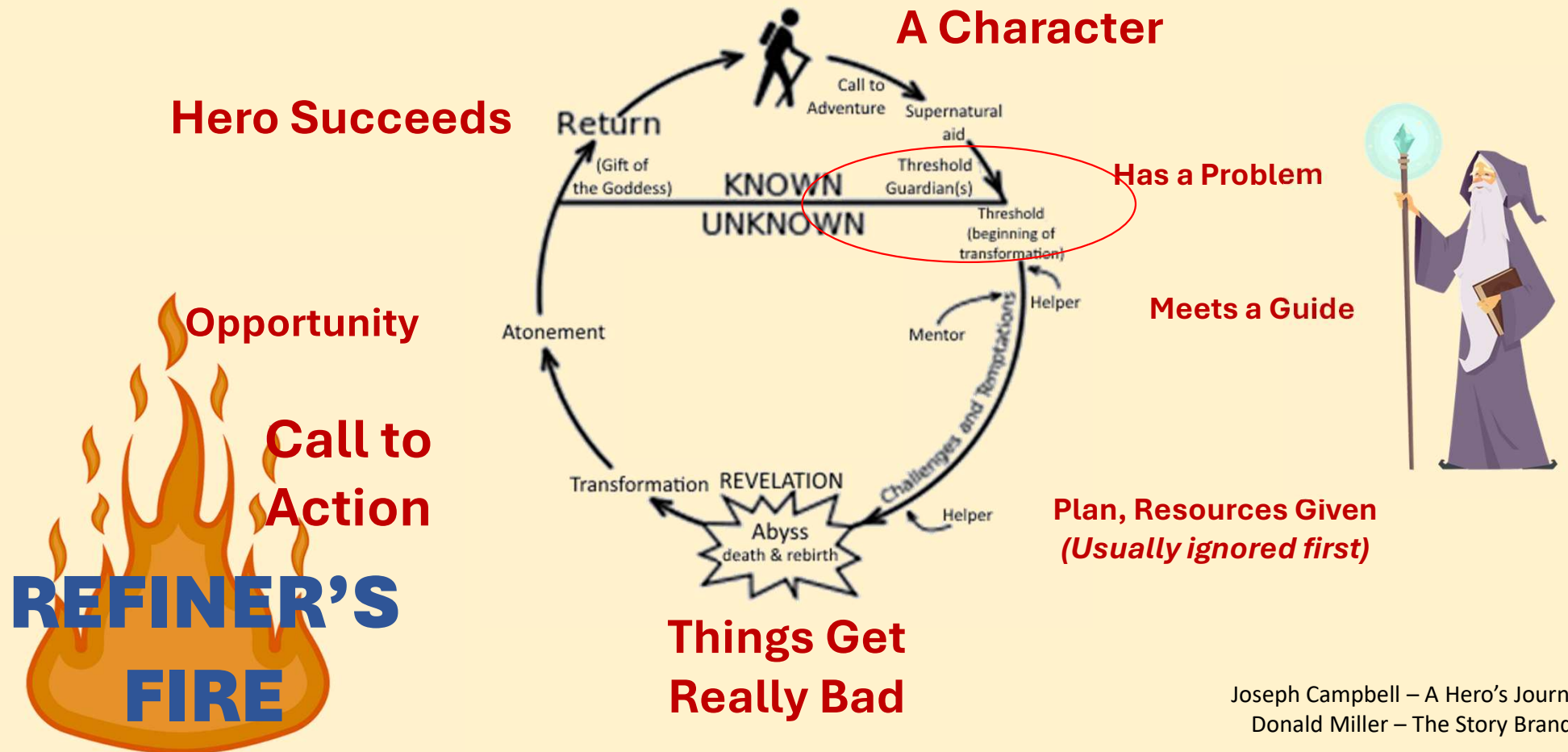
DEVELOPMENT

CIRCUMSTANCES



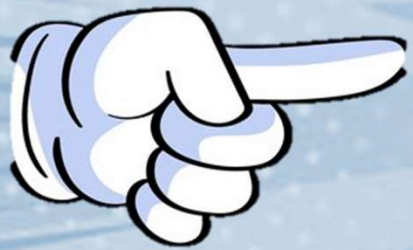
GROWTH

A HERO'S JOURNEY



Joseph Campbell – A Hero's Journey
Donald Miller – The Story Brand

A HERO'S JOURNEY



REMEMBER!
YOU'RE THE
GUIDE



A HERO'S JOURNEY: PROBLEM



NO TALENT

A HERO'S JOURNEY: BIG PROBLEM

**WE'RE
EXHAUSTED**

A man in a dark suit, light blue shirt, and brown tie is slumped back in a white office chair, appearing to be asleep with his eyes closed and head tilted against a light-colored wall. The scene is set in a modern office environment.

A HERO'S JOURNEY: PROBLEM

**The World Has
Changed**



A HERO'S JOURNEY: PROBLEM

Resistance to Change?

CHANGE

SUCKS

**Nothing Will
Change Until
We Decide To**



TIME TO BE THE HERO TO

FIND HEROES



Growth Pathways

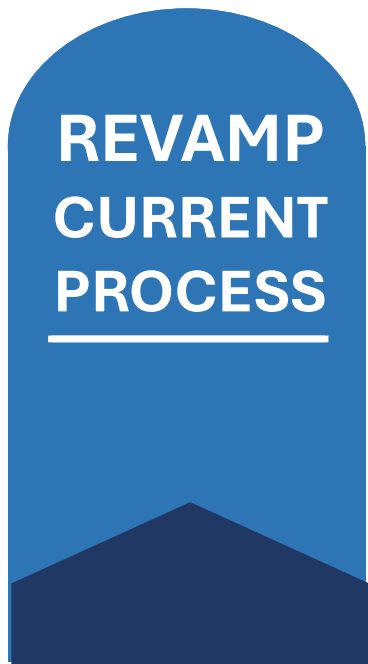
REVAMP
CURRENT
PROCESS

IN-
HOUSE

ED
PARTNERS
(K12)

INDUSTRY
PARTNER
PROGRAM

1. Revamp Processes



- **Automate**
- **Upskill Talent**
- **Streamline Processes**



Time to “**Re-Work Work**”

Processes

AUTOMATE

ELIMINATE

LEVERAGE
TIME

UPSKILL

JOB GROWTH

RETENTION

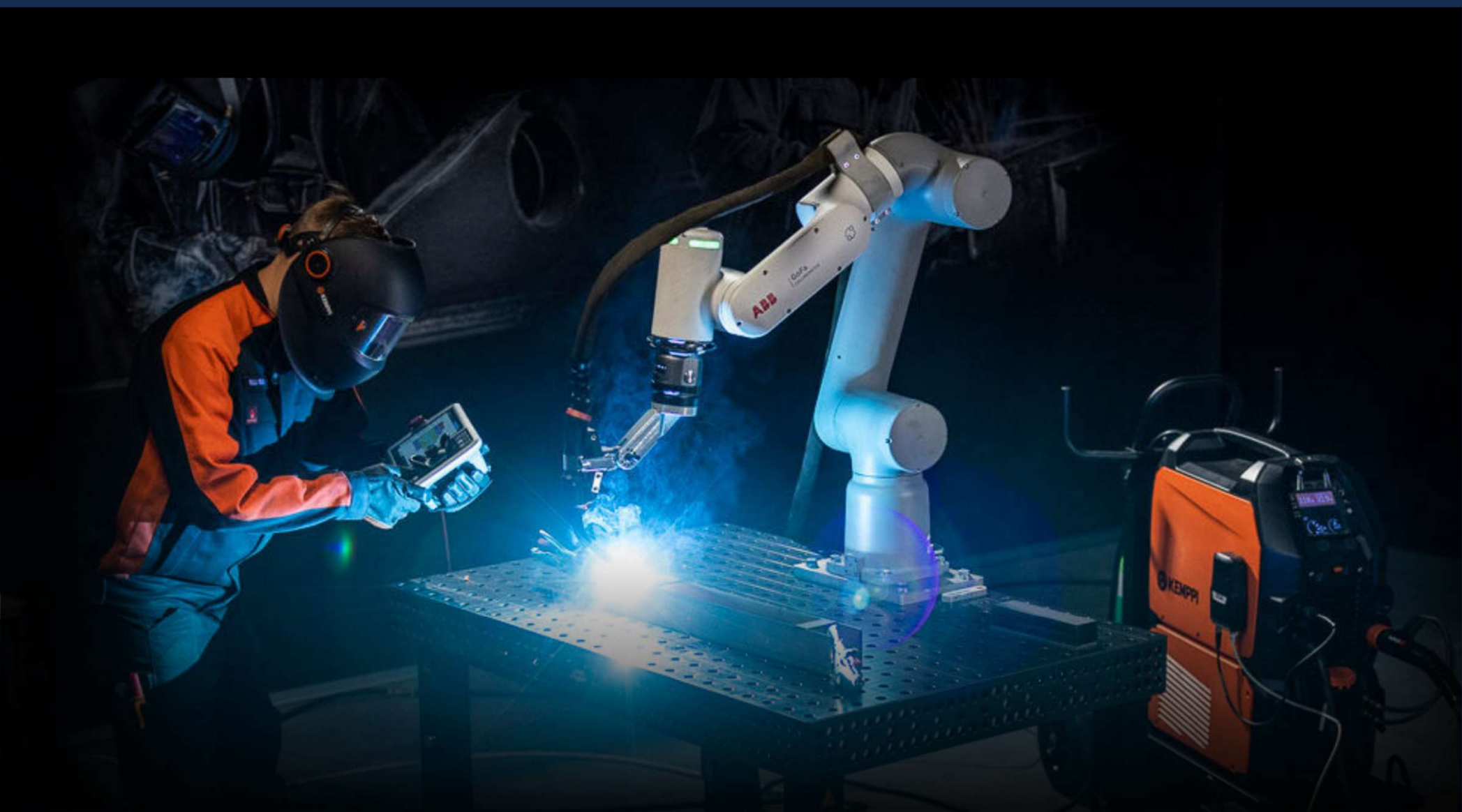
STREAMLINE

DELEGATE

STOP DOING
DUMB STUFF

Start Somewhere







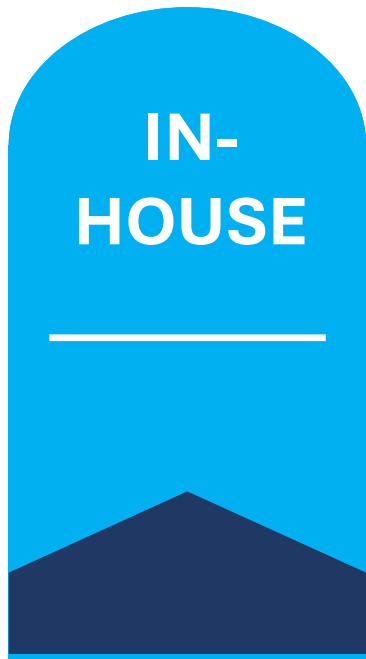
Source: https://en.wikipedia.org/wiki/Chrysler_K_platform



Result: Different Need

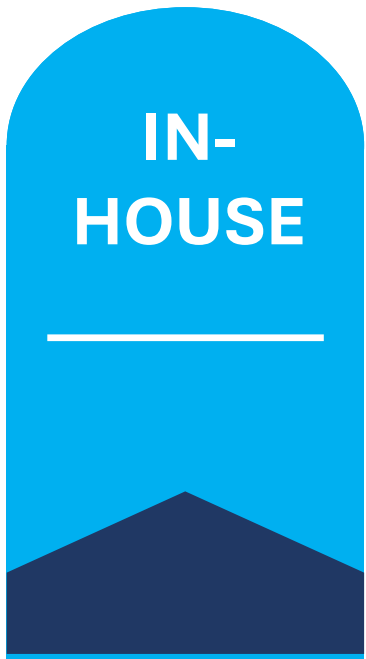


2. In-House Programs



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

2. In-House Programs



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

2. In-House Programs



COMPETENCY

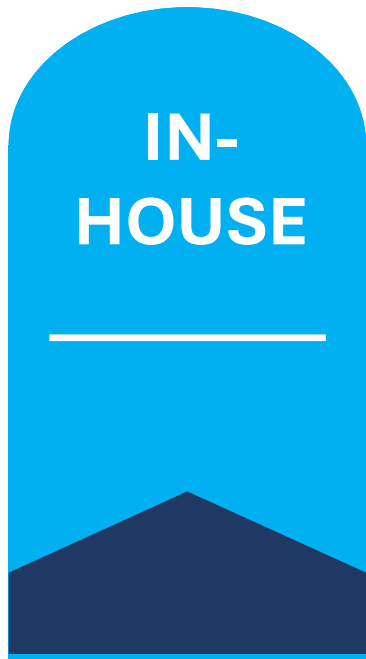
What am I looking for?

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

Primary Question

**WHAT IS MY
FUTURE?**

2. In-House Programs



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

3. Education Partners



 **College**

 **High School**



First...

**Define the
Question...**







Find Examples

NEWS > K-12 EDUCATION

East Valley High School students help design renovated wood and metal shops for learning in the trades

Sat., July 15, 2023



Find a Partner

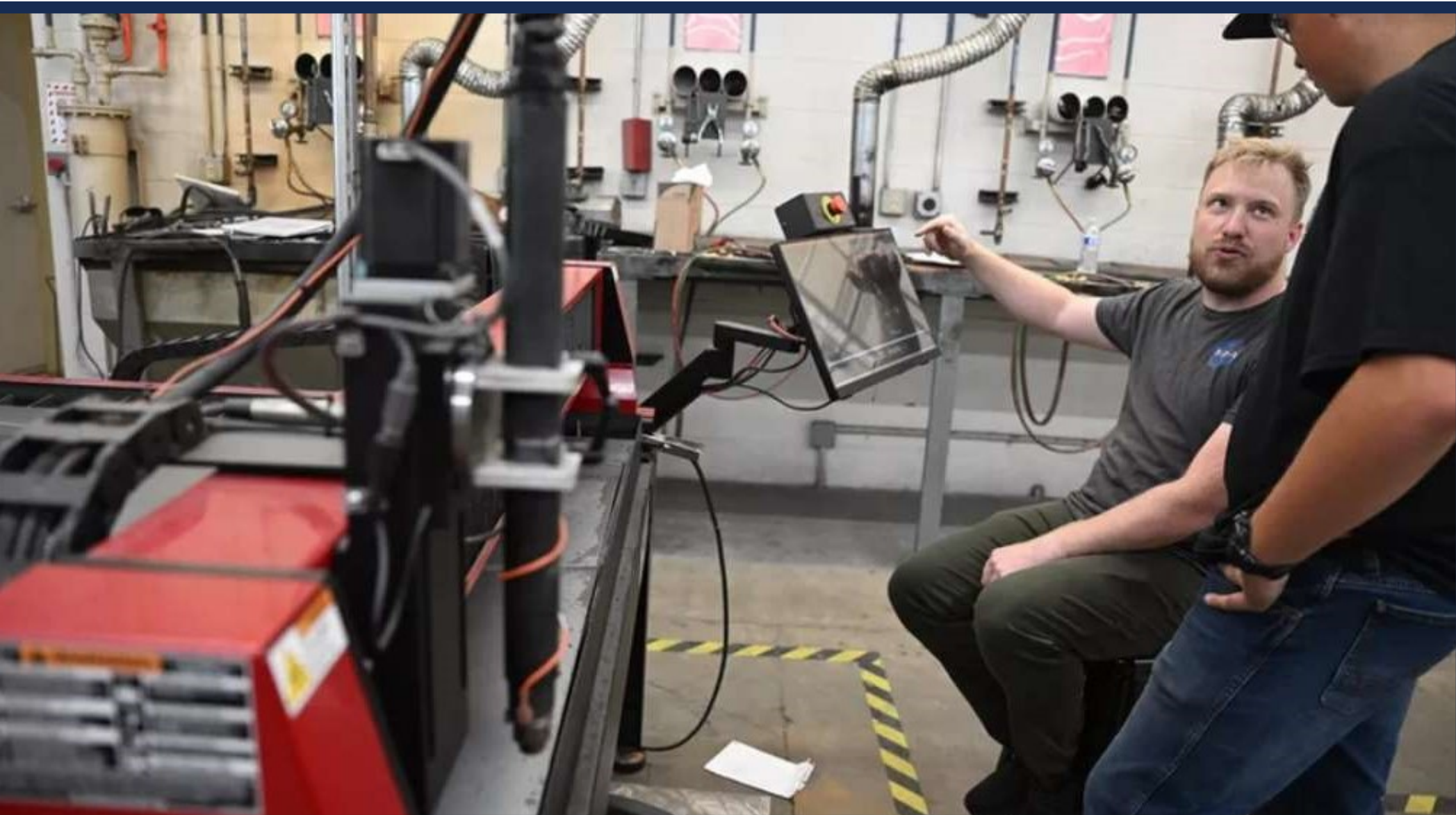
4. Industry Partners

INDUSTRY
PARTNER
PROGRAM

- **Coopetition**
- **Collective Efforts**

What If...?









Partnership lands grant for upgrades at East Valley

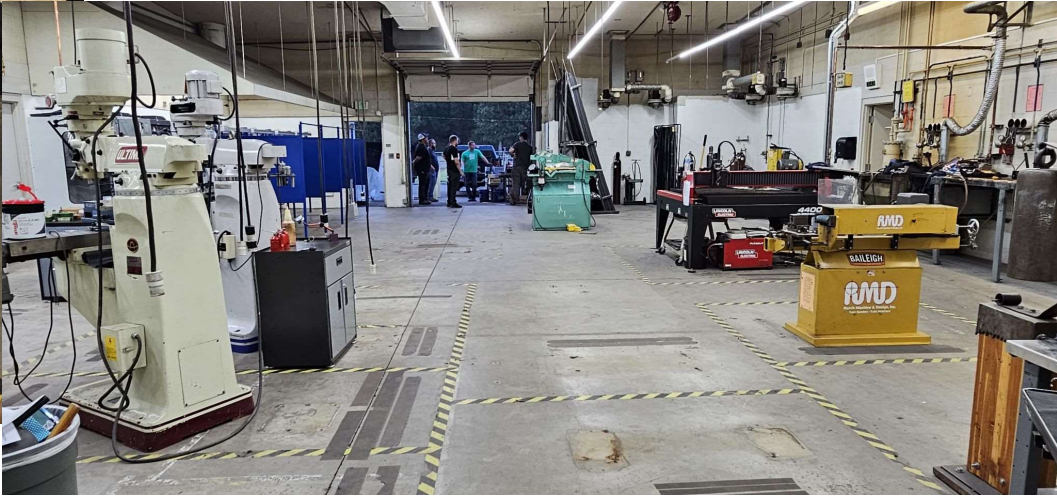
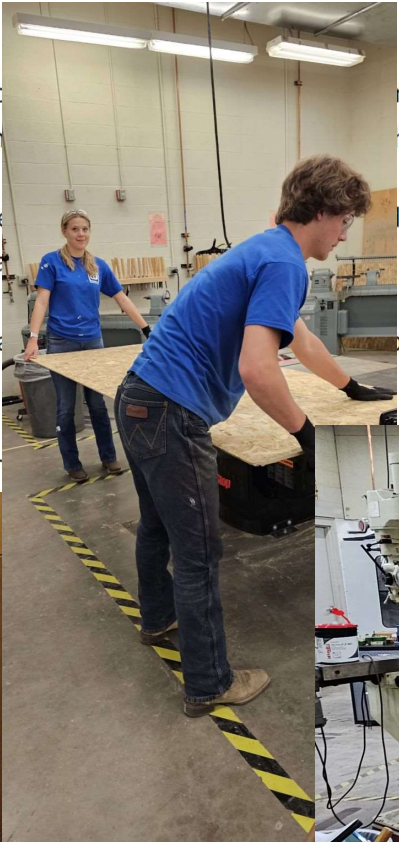
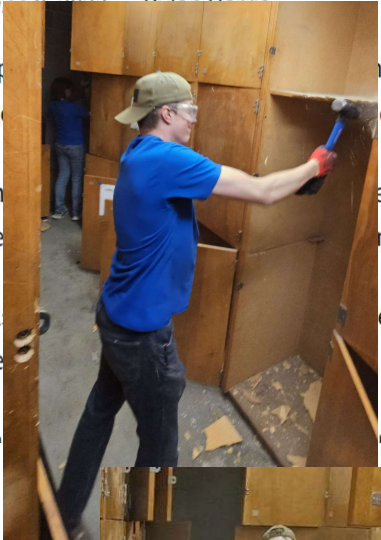
Project to help improve workforce development

July 2020...
A p...
th...
Th...
Re...
"A...
de...
La...

manufac...
of Com...
ed to be...
nderwa...
eds of a...
result c...

northwest...
n Schoo...
s, acce...
space,

t from...
udents...
orkforce



Back to the Question...

Qualified Candidates Faster?

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

The Why...



Meet Joe...

The Why...



Meet Joe...

How Do I Start?

START







In the Moment

**You've Gotta
Just Do It**

The Lesson May Follow



**The Heights
Won't Kill You**

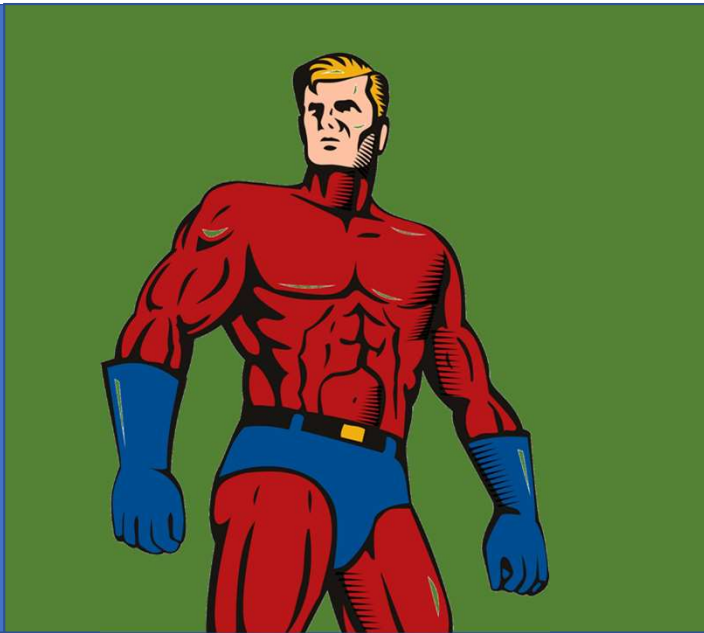
Next 3 Steps



**Don't
Forget to
Look Up**

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





**Be The
Hero**

**Find The
Hero**

**Grow
The Hero**



OPTIMAL TALENT

Wade@WadeLarson.com

www.optimaltalentdynamics.com



Dr. Wade Larson
DR. WADE LARSON

@DrWadeLarson

GET SLIDES



Dr. Wade Larson, SHRM-SCP
Optimal Talent Dynamics | Wagstaff, Inc