

# How to Start a Revolution

Create Your Future Talent Solutions

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Optimal Talent Dynamics | Wagstaff, Inc

GET SLIDES

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- REBEL
- EXPLORER
- INVENTOR
- RULE BREAKER

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- **Help Others**
- **Strategic Work**
- **Make a Difference**
- **Do Cool Stuff**

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**Common Reasons**

- Fear of the Unknown
- Denial
- Perceived Pain
- Loss of Control
- Don't Know How

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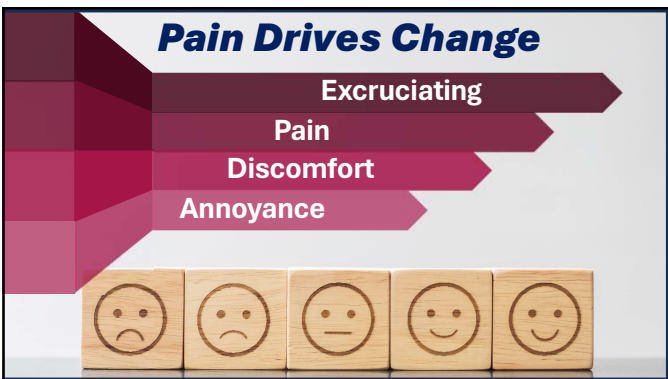
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**CHANGE HAPPENS**  
when the pain of STATUS QUO  
  
**EXCEEDS** the pain of CHANGE

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**We Won't  
Change Until  
We Decide To**

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**Top Influencers**

- 1. What?**
- 2. Why?**
- 3. How?**

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### Talent?

- Fewer Candidates (#s)
- Less Qualified (Talent)
- Less Stable
- “Different”

MULTI-GENERATIONAL

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### Talent?

- Fewer Candidates (#s)
- Less Qualified (Talent)
- Less Stable
- “Different”

Not solved by:  
-School  
-Home  
-Society  
-Luck

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### Top Needed Skills

- Communication
- Teamwork
- Problem-Solving
- Adaptability
- Critical Thinking
- Leadership
- Time Management
- Professionalism
- Customer Focus

Not met through traditional means

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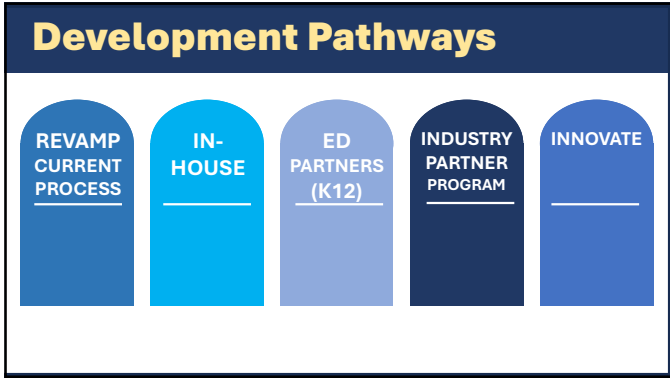
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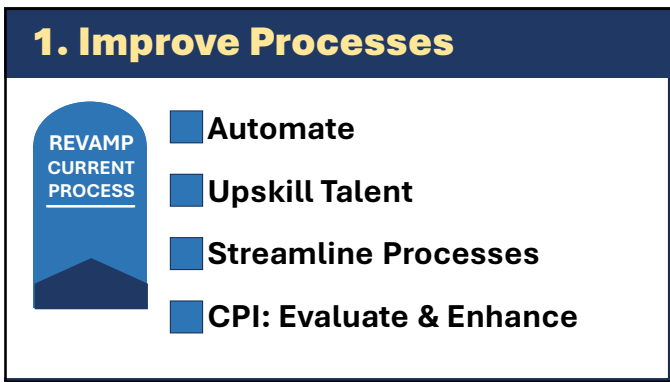
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## 1. Improve Processes

<p><b><u>AUTOMATE</u></b> ELIMINATE</p> <p>AUTOMATE</p> <p><b>LEVERAGE TIME</b></p>	<p><b><u>UPSKILL</u></b> JOB GROWTH</p> <p>“DO COOL STUFF”</p> <p><b>RETENTION</b></p>	<p><b><u>STREAMLINE</u></b> DELEGATE TO LOW LEVEL</p> <p><b>STOP DOING DUMB STUFF</b></p>	<p><b><u>CPI</u></b> FIND BETTER WAYS</p> <p>LET PEOPLE DO IT</p> <p><b>GET OUT OF THE WAY</b></p>
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## 1. Improve Processes



Result?

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## 2. In-House Programs



- Competencies (Skills)
- Development Culture
- Managers

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## 2. In-House Programs



### 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?

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

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## Primary Question

**What are your future plans for me?**

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## 2. In-House Programs



- Competencies (Skills)
- Development Culture
- Managers

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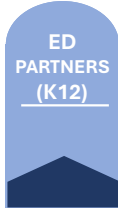
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## 3. Education Partners



- College
- High School

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**4. Industry Partners**

- Coopetition
- Collective Efforts

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**Original Question...**

**Faster Qualifications?**

- Colleges
- High Schools
- IRCs
- In-House (Work Based Learning)

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**5. Innovation**

**Continuously Learn – Adapt - Go**

INNOVATE

**Colleges**

- Initial Resistance
- Found Another Option
- Pressure Creates Options
- Adjustments Result

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## 5. Innovation



Continuously Learn – Adapt - Go

### High Schools

- Find One Partner
- Create an Amazing Model
- Use a “Pull” Strategy
- Others will Follow

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## 5. Innovation



Continuously Learn – Adapt - Go

### IRCs

- Many can already fit
- Build into High School
- Sponsor them yourself
- Build them locally

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## 5. Innovation



Continuously Learn – Adapt - Go

### Work Based Learning

- Find and Hire Youth ASAP
- (Yes, You Can...)
- Consider Micro-Internships
- BEST Way to Find Future Talent

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**Development Pathways**

REVAMP CURRENT PROCESS

IN-HOUSE

ED PARTNERS (K12)

INDUSTRY PARTNER PROGRAM

INNOVATE

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**How Do I Start?**

**START**

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OPTIMAL TALENT

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