

**SHRM 2024**  
CHICAGO | JUNE 23-26 2024

# How to Start a Revolution

Create Your Future Talent Solutions

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Optimal Talent Dynamics | Wagstaff, Inc

#SHRM24

GET SLIDES

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**REBEL**

**EXPLORER**

**INVENTOR**

**RULE BREAKER**

GET SLIDES

#SHRM24

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**WHY?**

GET SLIDES

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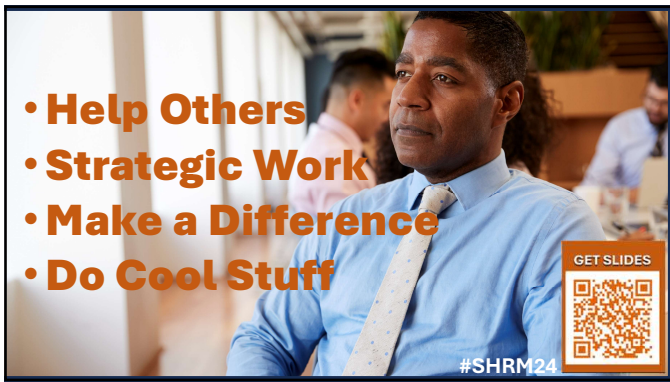
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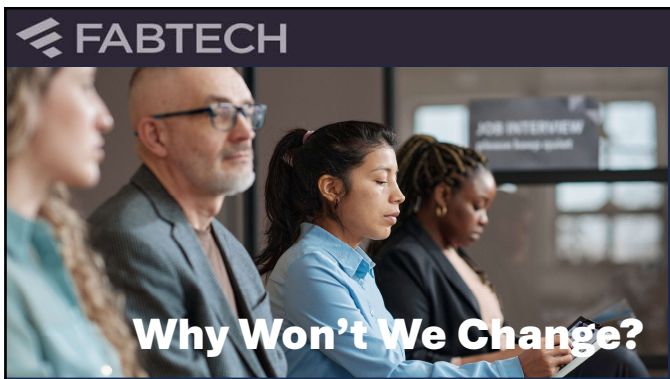
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**Common Reasons**

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

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**Pain Drives Change**

Excruiating  
Pain  
Discomfort  
Annoyance

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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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### 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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### Development Pathways

REVAMP CURRENT PROCESS

IN-HOUSE

ED PARTNERS (K12)

INDUSTRY PARTNER PROGRAM

INNOVATE

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### 1. Improve Processes

- Automate
- Upskill Talent
- Streamline Processes
- CPI: Evaluate & Enhance

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### 1. Improve Processes

<b>AUTOMATE</b>	<b>UPSKILL</b>	<b>STREAMLINE</b>	<b>CPI</b>
ELIMINATE	JOB GROWTH	DELEGATE TO LOW LEVEL	FIND BETTER WAYS
AUTOMATE	"DO COOL STUFF"	<b>STOP DOING DUMB STUFF</b>	LET PEOPLE DO IT
<b>LEVERAGE TIME</b>	<b>RETENTION</b>		<b>GET OUT OF THE WAY</b>

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### 1. Improve Processes

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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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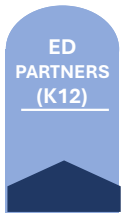
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### 3. Education Partners



- 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

### 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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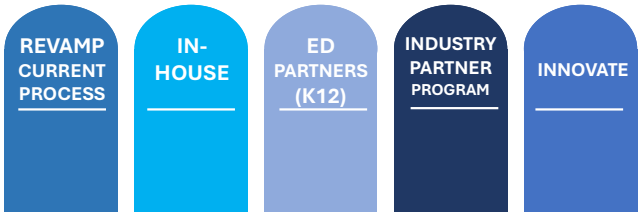
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## Development Pathways



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## How Do I Start?

# START

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@DrWadeLarson

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