Workforce of the Future
How Ready Are You?

Patrick Ibarra, The Mejorando Group

“Are we changing as fast as the world around us?”
“What’s our Employer Value Proposition?

1. Why would a talented person want to join our organization and stay with us?

2. Why would a talented person be reluctant to join our organization and stay with us?

3. What does a talented employee need to learn to be considered for a promotion?
Future Factors…

Government VUCA

- Politics and Citizen Activism
- Legislation and Legal
- Social Media
- Technology and Service Delivery
- Economic and Environmental
- Changing Employee Expectations
- Shifting Demographics

Today’s Presenter

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Every organization is perfectly designed to get the results it gets.
Do you want Commitment or Compliance?
Talent Management

- Recruiting & Selection
- On-Boarding
- HR Policies
- Career Pathing
- Learning/Training
- Succession Planning
- Retention of High Performers
- Employee Experience
- Performance Management

Reinvent Human Resources

Create a Culture that Values and Engages People

Focus on Talent Mgt., Leadership Dev and Succession Planning

Revamp Antiquated Practices

Make Government An Employer Of Choice

Workforce of Tomorrow
How do your employees feel about where they work?
Factors influencing Employee Performance

- Attitude
- Workplace Culture
- Mission, Vision and Values
- Individual skills
- Reward System
- Performance Management
- Job Design & Work Processes
- Leadership & Supervision

Workforce Effectiveness

Rocks

Rock Solid

Rock Stars
People Practices

Recruitment & Selection
Promotional Practices
Performance Appraisal
On-Boarding
Learning & Development

Lather, Rinse, Repeat
“If we weren’t already doing it this way, is this the way we would start?”
- Peter Drucker
1. **Moon Shot**

2. **Wild Shot**

3. **Roof Shot**

- Identify gaps between current & required skills
- Adapt skill requirements to new technologies & orgz. objectives
- Identify how employees may support or disrupt changes
- Develop future-focused people strategies
- Revise Succession & Workforce Plans to close skill gaps
- Redesign Jobs & Roles
...ensures the continued effective performance of your organization by establishing a process to manage talent and build bench strength.”

Yesterday’s Ad

DEFINITION:
Participates in an intensive training program in basic fire fighting, emergency medical treatment, and peace officer responsibilities.

CLASSIFICATION STANDARDS:
Positions in this class are allocable only to the Fire Department. Incumbents participate in a basic emergency medical services and fire fighting training program involving both field and classroom instruction prior to appointment as a Fire Fighter. They must have the mental ability to assimilate classroom instructions and the physical skill, stamina, coordination to become proficient in all fire fighting and rescue techniques and the physical ability to provide quality care to people in need due to emergencies involving medical issues, fire suppression, and other emergency and non-emergency situations.

Essential Job Functions
• Under close supervision, participates in a fire fighting training course.
• Through classroom and field training, learns proper fire fighting techniques and procedures for fighting structural, watershed, chemical, petroleum, electrical and other fires.
• Receives instructions and participates in field training to learn proper procedures and acquire proficiency in the rescue or evacuation of persons endangered by fire or disaster in the provision of emergency medical care.
Adventurers
Wanted!
We help you realize your potential.
Young People Today…

- Ability to Impact
- Access
- Visibility
- Opportunity
- Embrace Change
- Training & Development
- Collaborative

Learning/Training Opportunities

- **Executives**
  - Creative Problem Solving
  - Leading Change
  - Managing Employee Performance

- **Mid-Mgrs**
  - Building Great Work Teams
  - Effective Delegation
  - Project Management

- **Frontline**
  - New Supervisor
  - Providing Effective Feedback
  - Time Management
Employee Development Techniques

- Job Assignments
- On-the-Job Coaching
- Mentoring Program
- Special Projects
- “Acting” Role
- Job Rotation
- Conference Leader
- Shadowing
- Task Force Assignments

Outcomes - Benefits

- Synchronized Strategy
- Talent Optimization
- Modern Workforce
- Strengthened Employer Brand
- Leadership Bench
- Service Delivery
Growth and Comfort don’t Co-exist

The future is run and won by those who are willing to think differently.
Who are we? A Change and Organizational Effectiveness Consulting Practice.

What do we do? Partner with organizations and implement solutions to improve organizational performance.

How do we do that? We provide expertise in:

- Succession Planning & Talent Management
- Organizational Effectiveness Services
- Strategic Planning Facilitation Services
- Leadership and Management Skills Training

How do you contact us? Patrick Ibarra, 925-518-0187 or patrick@gettingbetterallthetime.com

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Our mission is to help organizations and their members “get better all the time”