

Reimagining Leadership

Patrick Ibarra, The Mejorando Group



***“Are we changing
as fast as the
world around us?”***



Today's Presenter



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The Numbers...

- ❖ Globally more people are over 65 than under 5 for the first time; in the U.S. more people are older than 60 than under 18.
- ❖ Each day, 10,000 people turn 65 years of age. According to the Pew Research Center, for the first time, millennials now outnumber baby boomers in the workplace 76 million to 75 million.
- ❖ Millennials comprise 1/3 of the current workforce at 78 million and by 2025 they will make-up 75% of the workforce.
- ❖ The millennial generation has different work motivations and expectations for greater work/life balance.
- ❖ The workforce will be more culturally and ethnically diverse and include more highly educated women, military veterans, and people with disabilities.
- ❖ Expectations are likely to increase for customized benefits, mobility of benefits, and flexible work options.



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Role of Government

To serve as the Protagonist for a Better Quality of Life

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**we've
always
done it
this way**



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***What made you
successful in the past
is not going to help
you survive and thrive
in the future.***



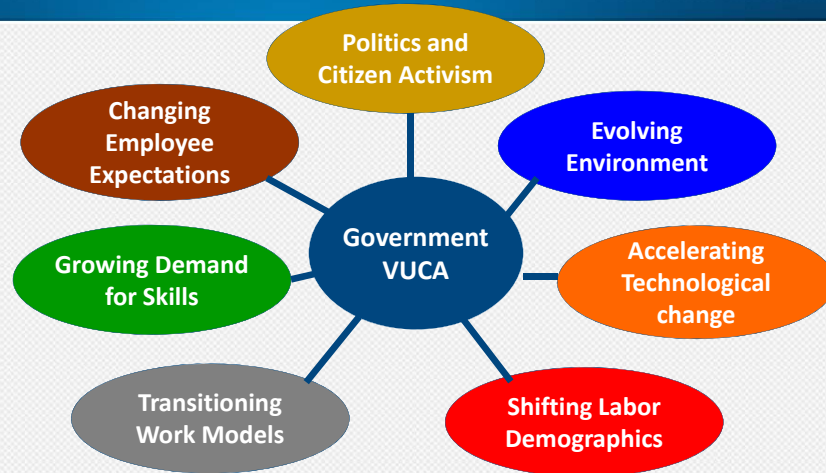
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***“If we weren’t already doing it this way, is this the way we would start?”
- Peter Drucker***

Future Factors



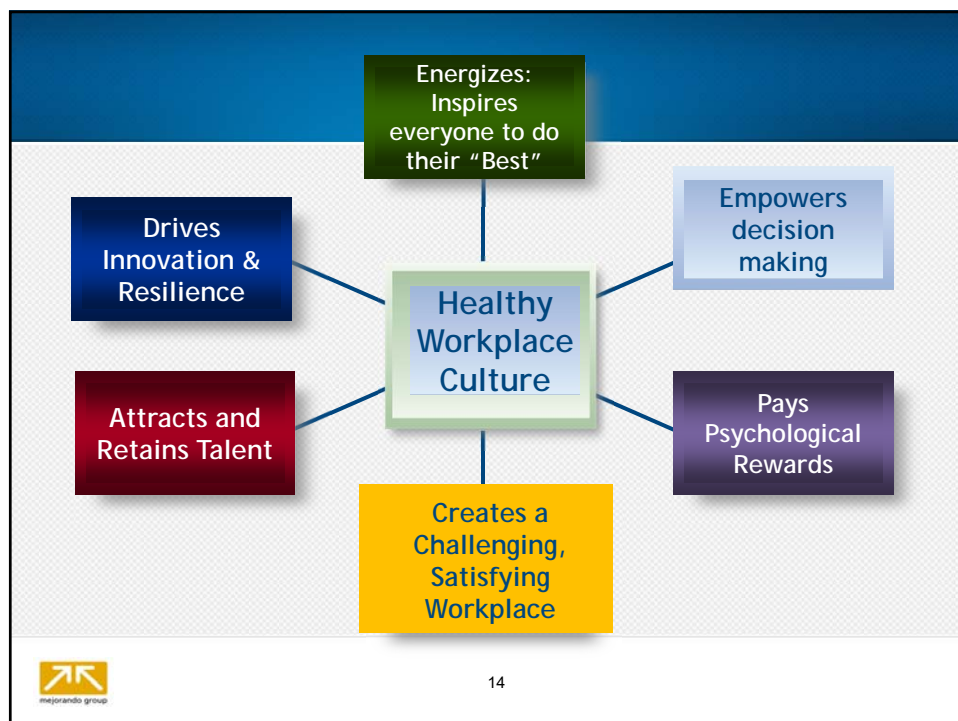
***Is your view
through a
microscope or a
kaleidoscope?***

What is Culture?

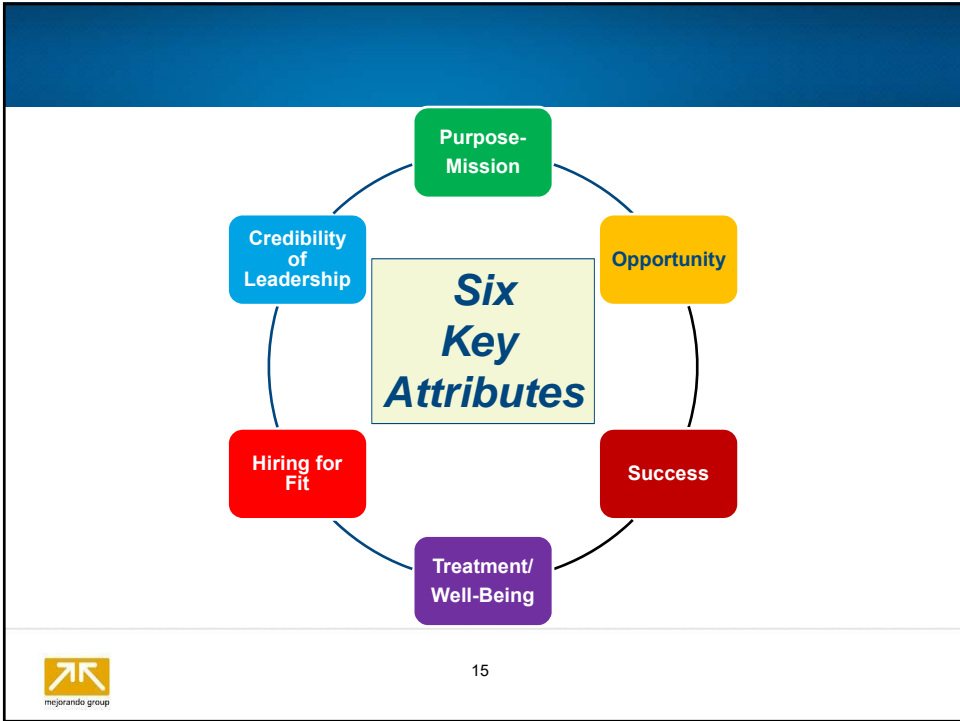
- *Represents “how things are done around here.”*
- *Reflects the prevailing ideology that people carry inside their heads.*
- *Conveys a sense of identity to employees, provides unwritten and unspoken guidelines for how to get along.*



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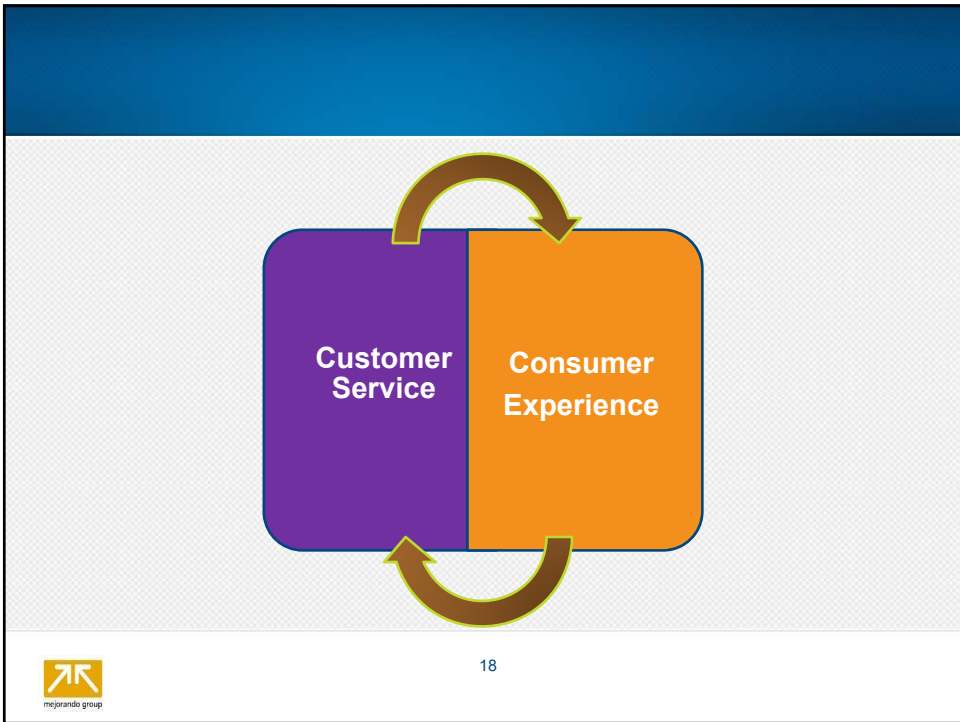
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***What
business
are we in?***

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Utility vs. Experience



**Chief
Experience
Officer**



“What’s our Employer Value Proposition?”



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Do you want Commitment or Compliance?



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New Employer-Employee Contract

- Productive
- Engaging
- Enjoyable work experience



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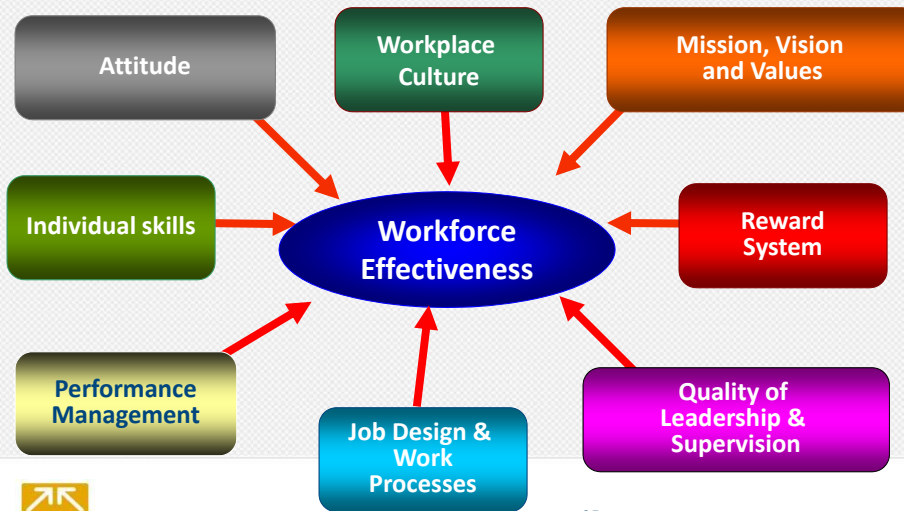
- 1. Why would a talented person want to join your organization and stay with us?**
- 2. Why would a talented person be reluctant to join your organization and stay with us?**
- 3. What does a talented employee need to learn to be considered for a promotion?**



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Factors influencing Employee Performance



How do our employees feel about where they work?



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People Skills

Plumbing
and Poetry

Role as a
Teacher

Building
Trust

Self-
Awareness



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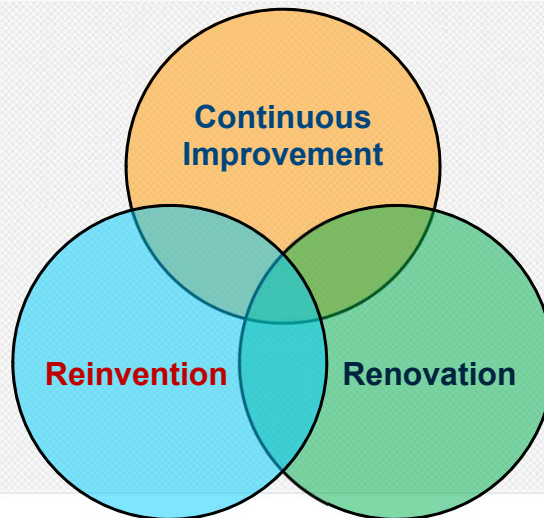
Political Maxims

- 1.** *The larger the \$ amount, the shorter the discussion.*
- 2.** *The smaller the \$ amount, the longer the discussion.*
- 3.** *The longer the meeting agenda, the shorter the meeting.*
- 4.** *The shorter the meeting agenda, the longer the meeting.*
- 5.** *Always give more than one option.*
- 6.** *You're not the audience for your message.*
- 7.** *Guide without steering.*



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Leading Change is a Process, not an Event!



***The future is run
and won by
those who are
willing to think
differently.***

Pressure is a Privilege



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The Mejorando Group

- *Who are we?* An Organizational Effectiveness Consulting Practice.
- *What do we do?* Partner with organizations and implement solutions to optimize organizational performance.
- *How do we do that?* We provide expertise:
 - 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
- *Web address:* www.gettingbetterallthetime.com

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



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