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.
Role of Government

To serve as the Protagonist for a Better Quality of Life
What made you successful in the past is not going to help you survive and thrive in the future.
“If we weren’t already doing it this way, is this the way we would start?”
- Peter Drucker
Future Factors

Politics and Citizen Activism
Changing Employee Expectations
Growing Demand for Skills
Transitioning Work Models
Evolving Environment
Accelerating Technological change
Shifting Labor Demographics

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.

Energizes:
- Inspires everyone to do their “Best”
- Drives Innovation & Resilience
- Attracts and Retains Talent

Empowers decision making

Healthy Workplace Culture

Creates a Challenging, Satisfying Workplace

Pays Psychological Rewards
Six Key Attributes

Purpose-Mission
Credibility of Leadership
Hiring for Fit
Treatment/Well-Being
Opportunity
Success

What business are we in?
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Customer Service

Cost

Value

Consumer Experience
Utility vs. Experience

Chief Experience Officer
“What’s our Employer Value Proposition?

Do you want Commitment or Compliance?
New Employer-Employee Contract

- Productive
- Engaging
- Enjoyable work experience

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?
Factors influencing Employee Performance

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

Workforce Effectiveness

Rocks
Rock Solid
Rock Stars
How do our employees feel about where they work?
People Skills

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.

Political Maxims

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Leading Change is a Process, not an Event!

Continuous Improvement

Reinvention

Renovation

The future is run and won by those who are willing to think differently.
Pressure is a Privilege

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”*