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…

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

Government VUCA

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

**Workforce of Tomorrow**

Reinvent Human Resources

- Create a Culture that Values and Engages People
- Revamp Antiquated Practices
- Focus on Talent Mgt, Leadership Dev and Succession Planning
- Make Government An Employer Of Choice
How do your employees feel about where they work?
Factors influencing Employee Performance

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

Workforce Effectiveness

Rocks
Rock Solid
Rock Stars

LEAGUE OF CALIFORNIA CITIES
People Practices

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

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
- Develop future-focused people strategies
- Adapt skill requirements to new technologies & orgz. objectives
- Revise Succession & Workforce Plans to close skill gaps
- Identify how employees may support or disrupt changes
- Redesign Jobs & Roles
What is Succession Planning

...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…

Engagement Strategies

- 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
- Modern Workforce
- Service Delivery
- Talent Optimization
- Strengthened Employer Brand
- Leadership Bench
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”