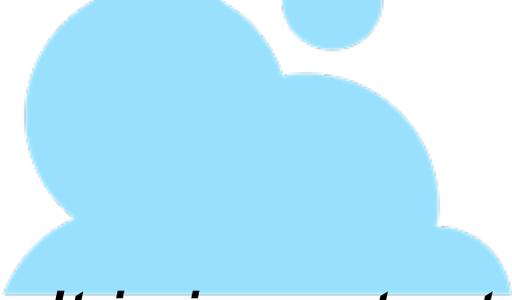




The Next Generation Workforce: Recruiting, Retaining and Motivating Employees

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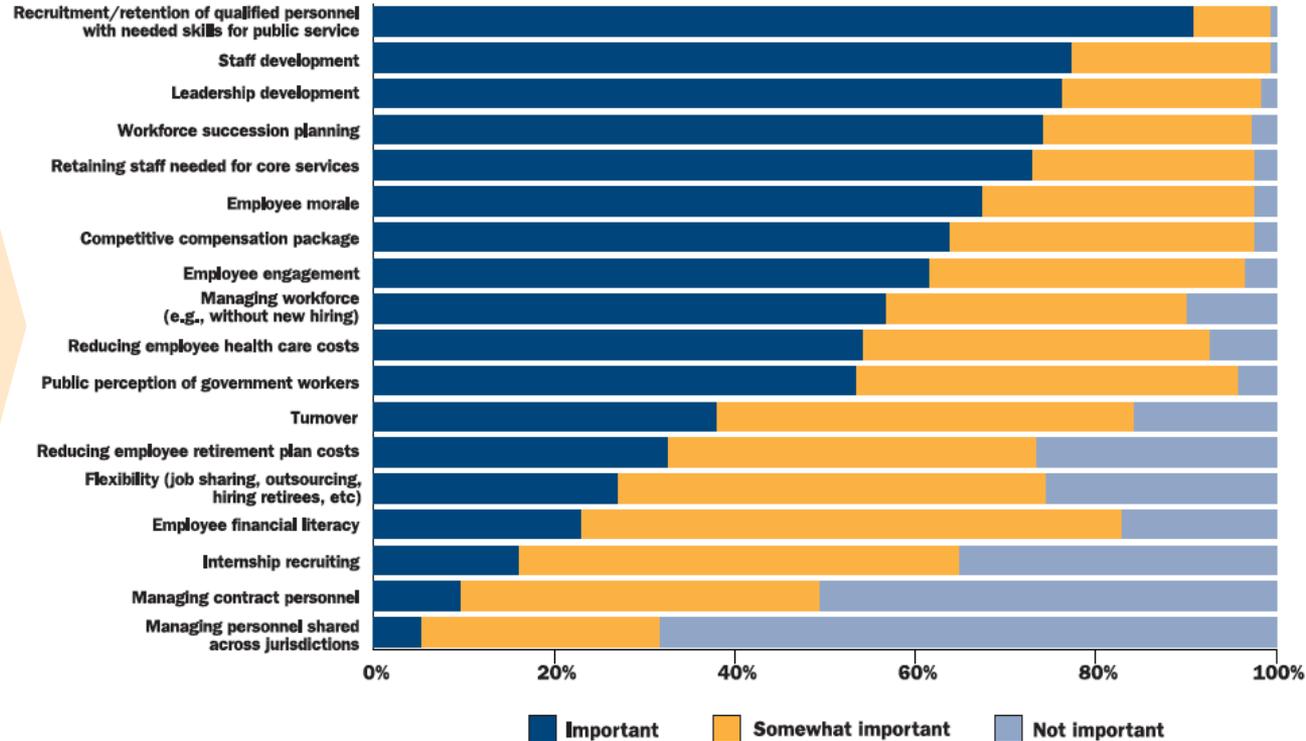


*It is important for today's leaders to **consider the strategic view** of leading an organization from a **system's perspective versus in silos and isolation** between divisions and departments.*



The Next Generation Workforce Should be Top of Mind for the Public Sector

- Workforce separations across government have been increasing
- Overwhelmingly, skill sets that center around technology are desired for new hires
- **25% of all new government hires separate within one year of hire**



High Priority Public Sector Talent Management Issues

The departure of experienced employees, particularly as the baby boomers retire, creating a shrinking workforce and loss of institutional knowledge

The lack of confidence with managers in the hiring process, particularly in the ability to attract qualified applicants as compared to the private sector

Leadership gaps in key roles and the lack of workforce planning, resulting in an unprepared pool of talent to replace those strategic contributors in mission critical roles

The lack of employee engagement that remains globally low, impacting performance

Antiquated workplace practices within the public sector ill-equipped to meet the needs and desires of the next generation of more mobile and diverse talent

High turnover rates due to the current tendency of the newer generation's "job hopping" every 3-4 years and the current mindset within the public sector that "job hopping" is not a positive attribute

A Look at the Current State of Talent Management Technology in the Public Sector

DISPARATE SYSTEMS

- **Producing Information** requires heavy lifting.
- **Ad Hoc** information can take days to weeks to obtain.
- **Difficult** to get a complete picture of an employee



RELATIONAL ARCHITECTURE

- **Excel** spreadsheets and paper govern processes
- **Compliance** requires extensive human intervention
- **Verification** of data is time consuming



SUPPORT HEAVY TECHNOLOGY

- **Current IT Applications** create a need for workarounds.
- **Information** becomes fragmented and unreliable.
- **Employee Processes** become cumbersome and lengthy.



LIMITED ENABLEMENT

- **Self Service** is limited.
- **Mobile capabilities** don't exist.
- **Transactional work** supersedes business partnering.



Basic Questions About the Workforce Can Be Difficult to Answer

Recruiting



What are the competencies of the best employees?

Retaining



Does this employee know his/her career plan here?

Rewarding



Who should we be developing for future roles?



How effective is our organization at hiring to those competencies?



Is this hire working out? Is this hire at risk of leaving?



Who are our highest potential employees and leaders?



When do we see a return on our recruiting and onboarding investments?

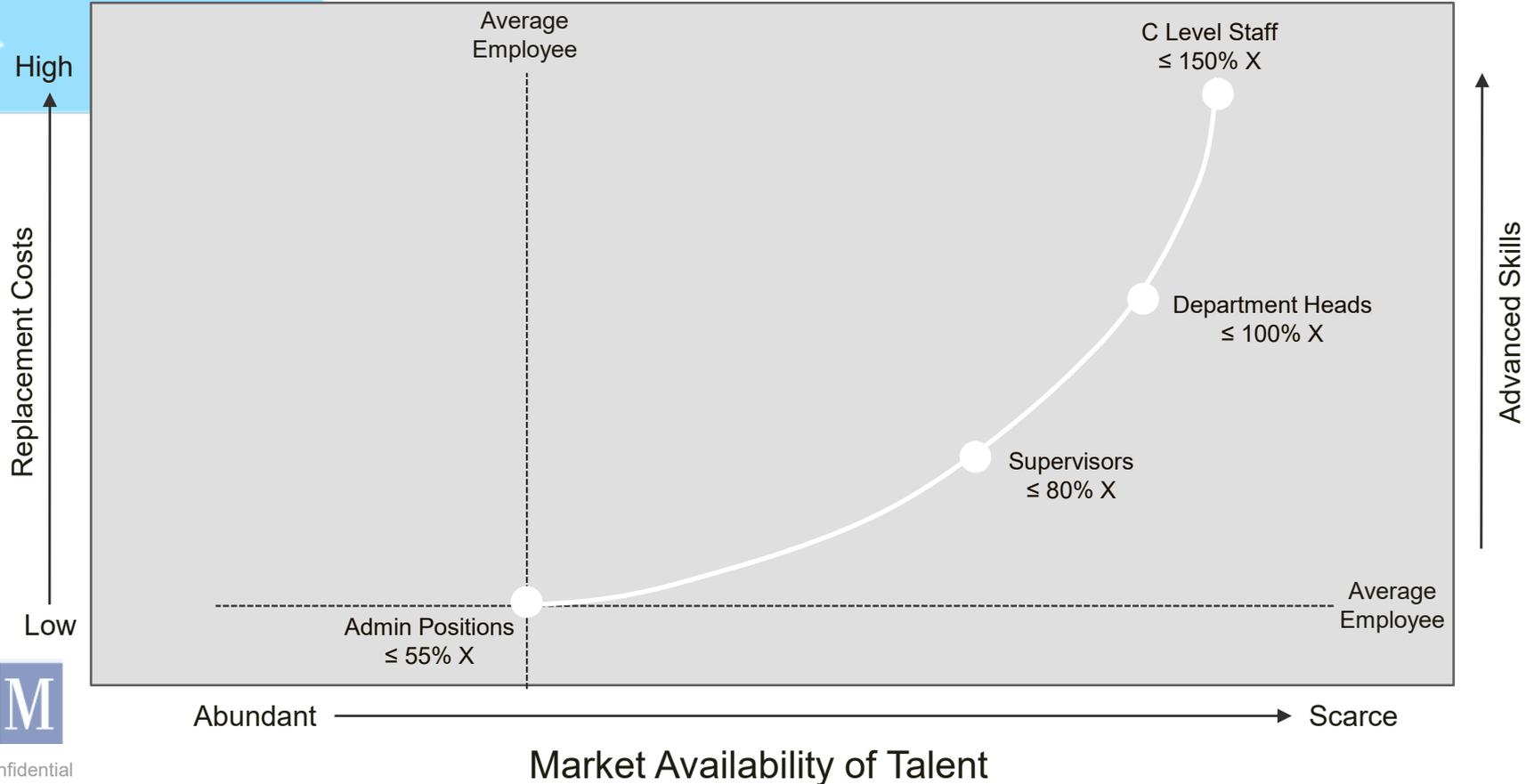


Are we providing the tools to ensure an engaged next generation workforce



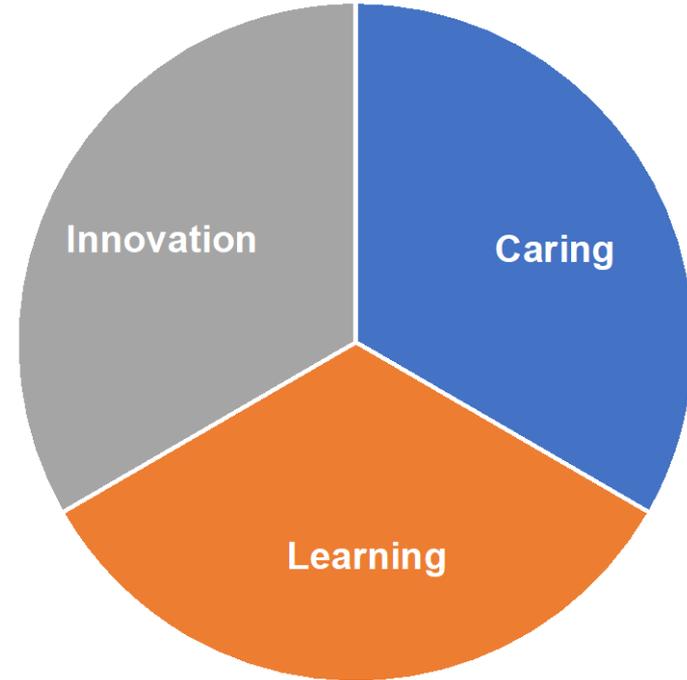
What competency gaps remain among high potentials?

Replacement Costs Rise with Availability of Skills



The Future of Organizational Culture in the Public Sector

- **Caring** – Allowing employees to bring their best selves to work by developing policies, programs and practices that support the employees' physical, social, familial, mental and financial wellbeing
- **Learning** - Creating a learning organization focused on professional development, career agility, and knowledge transfer
- **Innovating** - Valuing creativity, continuous/ process improvement, and agile organizational structure





Attendance Check

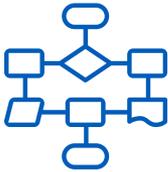


Key Takeaways

Meeting the Challenges of Recruiting, Retaining, and Rewarding



With a focus on an ***integrated approach to recruiting, retaining and rewarding employees***, the public sector can enlist the sponsorship of executive and senior level leaders and secure the allocation of resources needed for developing the workforce both today and five years from now



Public sector needs to ***create the urgency for designing a talent management strategy*** within their organizations by developing a business case that demonstrates the importance of recruiting, retaining, and rewarding talent for the present and the future



By identifying the top differentiators for government service and ***accentuating those areas in a recruiting strategy***, Public sector can attract those who align with the mission, vision, and values of public service

The 3R's Formula For Effective Talent Management



Recruit

Increase the likelihood of keeping top talent interested by ***making the application process easy, short, and accessible on mobile***; research shows that ***43% of employees surveyed have applied for jobs on a mobile device***



Retain

Create a culture that focuses on ***employee engagement and organizational values*** by emphasizing the importance of ***leadership development, and workforce and succession planning*** to build bench strength and grow and prepare leaders for the future.



Reward

Government employees do important work, work that ***helps solve significant community-based and nationwide challenges***. A Gallup analysis found that workers who haven't been recognized for their work are "twice as likely to say they'll quit in the next year."



Questions ?