Developing People Today Who Will Meet Tomorrow’s Needs

WHAT’S NEXT?

Michael E. Perry, Ph.D.
Flexibility—Something for Everyone

- **Silent Generation/Baby Boomers**—Over 50% follow non-traditional retirement path.

- **Generation X**—Find themselves trying to balance both caring for children and their aging parents.

- **Millennials**—Most likely to have spouse working full-time. High preference for options such as telecommuting.

- **Generation Z**—Value mentorship and career development over flexibility and compensation. More prone to change jobs quickly.
Find the right fit for your workforce...

- **Survey** employees to understand what options they desire.

- **Define** what work arrangements, if any, can be implemented at your organization.

- **Design** a program that provides the best options for your business and your employee mix. Clearly define. Document. Publish.

- **Measure** the impact over time. (Possible metrics include—engagement, absences, retention, productivity, client satisfaction, and cost savings.)
Needs

• Time to plan. Time to learn.
• Well-thought strategy
• Collaboration in development
• Practices aligned with reality
• Advocacy at policy-making level
• Flexibility/Adaptability
• Courage
NEOCORTEX
Rational/Thinking Brain
• High-level thinking
• Creativity
• Reason
• Meaning
• Imagination
• Language
• Ideas

(**last to engage when pressure kicks in)**

LIMBIC SYSTEM
Emotional/Feeling Brain
• Human interaction
• Emotions
• Memories
• Dreams
• Past experiences

BRAIN STEM
Lizard/Reptilian Brain
• Primitive Response
• Survival
• Safety
• Physical comfort
• Autonomic functions
• Pleasure

***IMMEDIATE REACTION***
Has anyone ever “pushed your buttons?”

**NEOCORTEX**
Rational/Thinking Brain

**LIMBIC SYSTEM**
Emotional/Feeling Brain

**BRAIN STEM**
Lizard/Reptilian Brain
(Primitive Response)
Brain Matters
The brains of Millennials and their Baby Boomer parents already differ as age leads to neurological changes.

Baby Boomers
Aging brains:
Like repetition and interpret familiar information as truth
Have a harder time suppressing distractions
Are open to more information and have longer attention spans

Millennials
Younger brains:
Engage and remember information presented with rich media or lighting
Have an easier time with multifaceted communication, like banner ads integrated with online stories
Seek multi-sensory communications such as interactive sites

Source: Nielsen NeuroFocus research; brain icon by Anisha Varghese from the Noun Project
Graphic by Alexandra Kanik / PublicSource
Employment growth is more rapid in occupations requiring higher social or analytical skills

% change in employment, 1980-2015

All occupations 50%

Occupations requiring higher levels of...

Social skills 83

Analytical skills 77

Physical skills 18
Top 5 Skills to Thrive in the Future of Work
Top 5 Skills to Thrive in the Future of Work

Skill #1—Managing Ambiguity:

With focus on big data, tech, and AI, humans step in where technology faces limitations, like determining exceptions or creating solutions to uniquely complex problems. Complexity and nuance are key.
Top 5 Skills to Thrive in the Future of Work

Skill #2—Connecting the Dots
Humans will be the ones who translate and realize preliminary learnings produced by machines.
Top 5 Skills to Thrive in the Future of Work

Skill #3 – Navigating the People Factor

With new and rapid innovations there will come a need to adopt large-scale changes. This distinctly human skill requires empathy and curated focus on change-management to ensure transformation efforts are not cut short.
Top 5 Skills to Thrive in the Future of Work

Skill #4 – Technology-Smart

All individuals, regardless of industry, function, and role will require foundational technical skills. Not “nice to have,” but “must have” (for Millennials too). The next wave will move beyond simple smart phone and collaboration tools toward hard skills including a basic understanding of coding, programming languages, associated technical literacy, etc.
Top 5 Skills to Thrive in the Future of Work

Skill #5 – Ability to Discern Substance from Noise

In an information-heavy era, the focus will shift away from the person who can consume the most information to the person who can discern the most and turn it into value.
What other capabilities and skill must you account for?
## Single-item action plan (Individual)

| Something I do effectively (1 max) |  |
| Something I need to work on (1 max) |  |
| The most important first steps I need to take (3 max) |  |
| People to involve |  |
| When do I get started? |  |
## Single-item action plan (Organizational/Group)

<table>
<thead>
<tr>
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You are more than the job you do…

Keep showing up.
Executive Coaching
Leader Development
Seminars/Workshops
Team Building
Veteran Transition
Keynotes

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