



Engaging a Workforce in Business Strategy: A Systems Approach

December 12, 2024

S. Richard Park, Ph.D.

Principal – Talent Alignment, LLC



Agenda

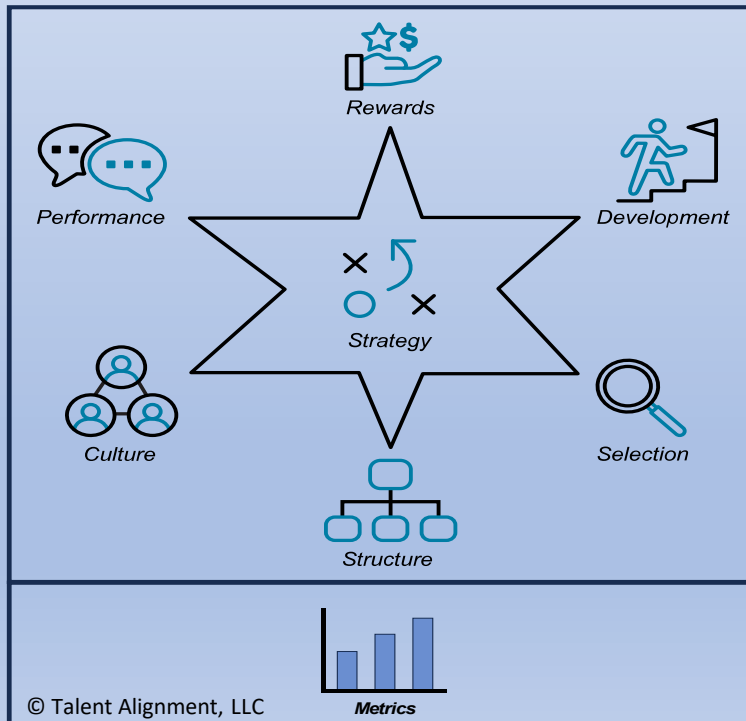
- *About Talent Alignment, LLC*
 - *Introduction to Strategy*
- *Connecting Your Workforce to Strategy*
 - *Six Systems*
- *Dialogue – Lessons Learned*

What We Do

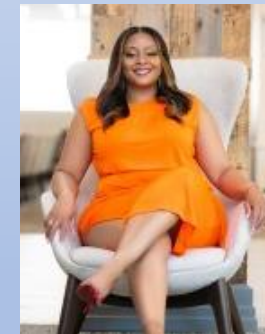
- *Assessment*
- *Organizational Effectiveness*
- *Human Resources Consulting*

Why We're Different

- *Tailored Solutions*
- *Learn & Laugh*
- *Evidence-Based*
- *Ease of Use*



Alan Mead





Tiffany Watson



Eric Paul





Manufacturing		
Technology		Microsoft
Non-Profit		Marketing
Engineering		N/A
Consulting		AON

Organizational Strategy

- *Differentiate in the Future:*
 - *Same Offering at a Lower Cost*
 - *Similar Offering with Better Quality*
 - *Unique Offerings for Specific Customers*
- *Blue Ocean – Undiscovered Markets*

**Strategy is a hypothesis as to what
will yield long-term success.**

Strategy in Context



Future Market Position

- *Your Business v. Competitors*
 - *Unique*
 - *Valuable to Customers*
 - *Hard to Copy*



Connecting Workforce to Strategy

- *In the Business*
 - *Today*
 - *Future (Strategy)*



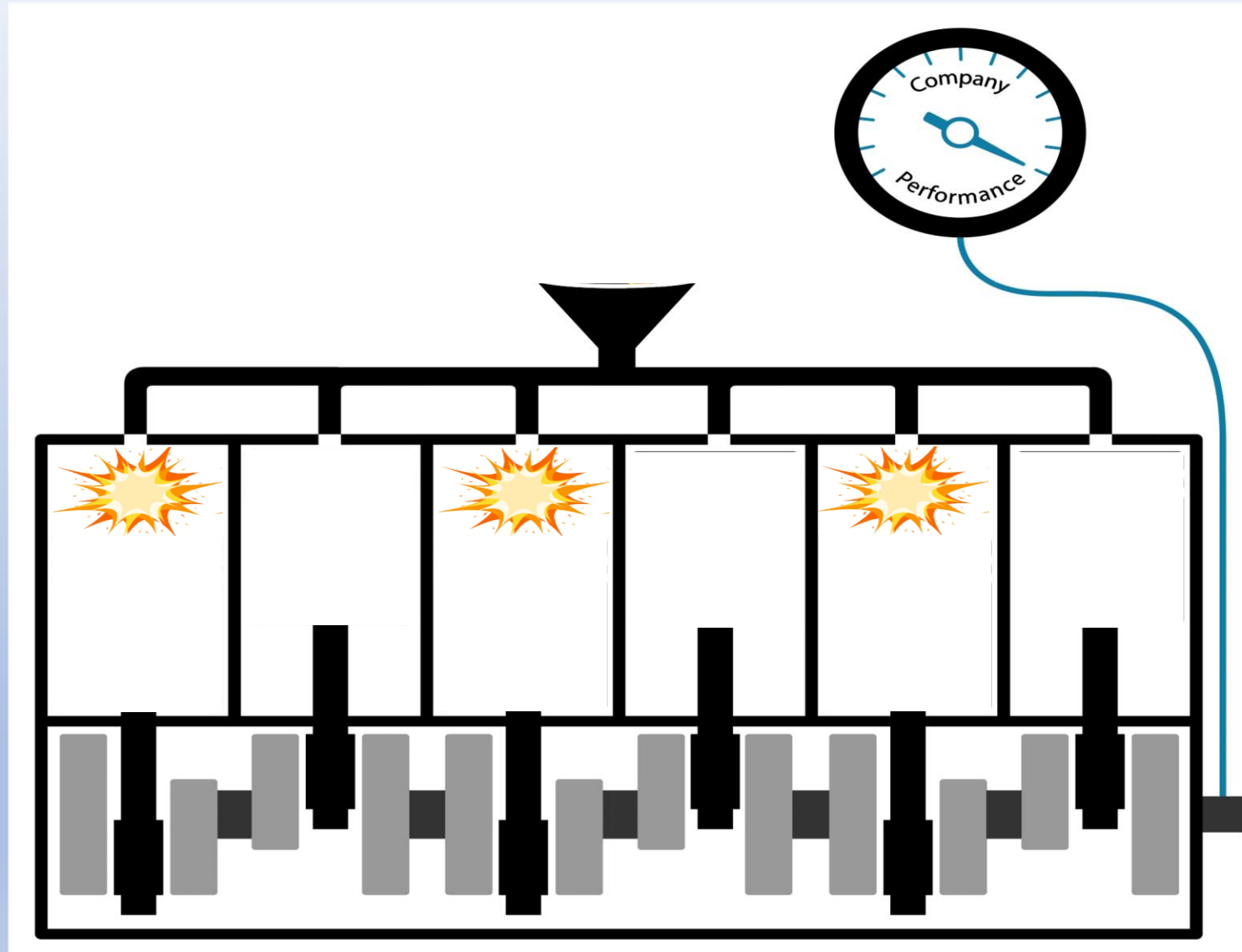


1 Minute “Chat Attack”

*What organizational processes or factors have an impact
employee performance?*

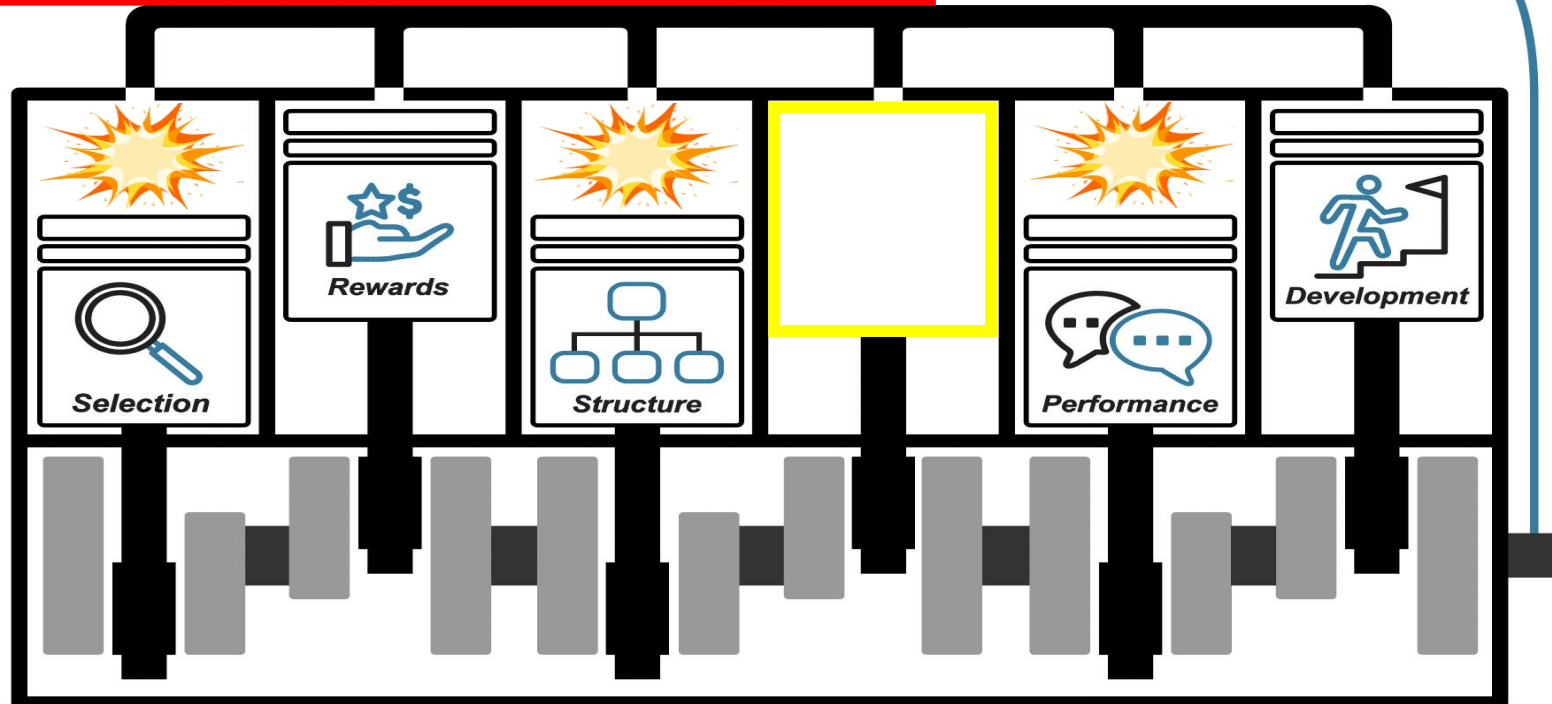
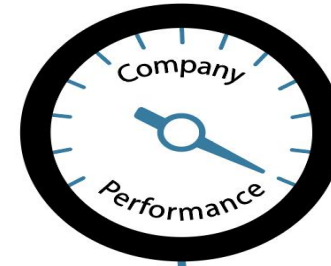
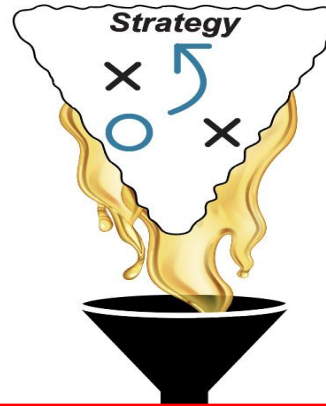


The People Engine: Six Cylinders that Convert Strategy to Company Performance





TOMORROW
Lowest Cost
Operational Excellence
Speed



Engine Rebuild

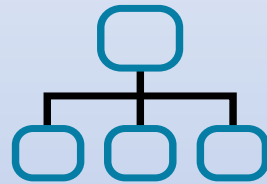
“Lowest Cost”
 Strategy



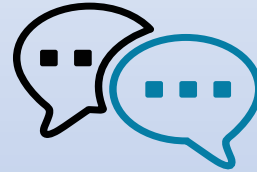
Selection



Rewards



Structure
(Communication)

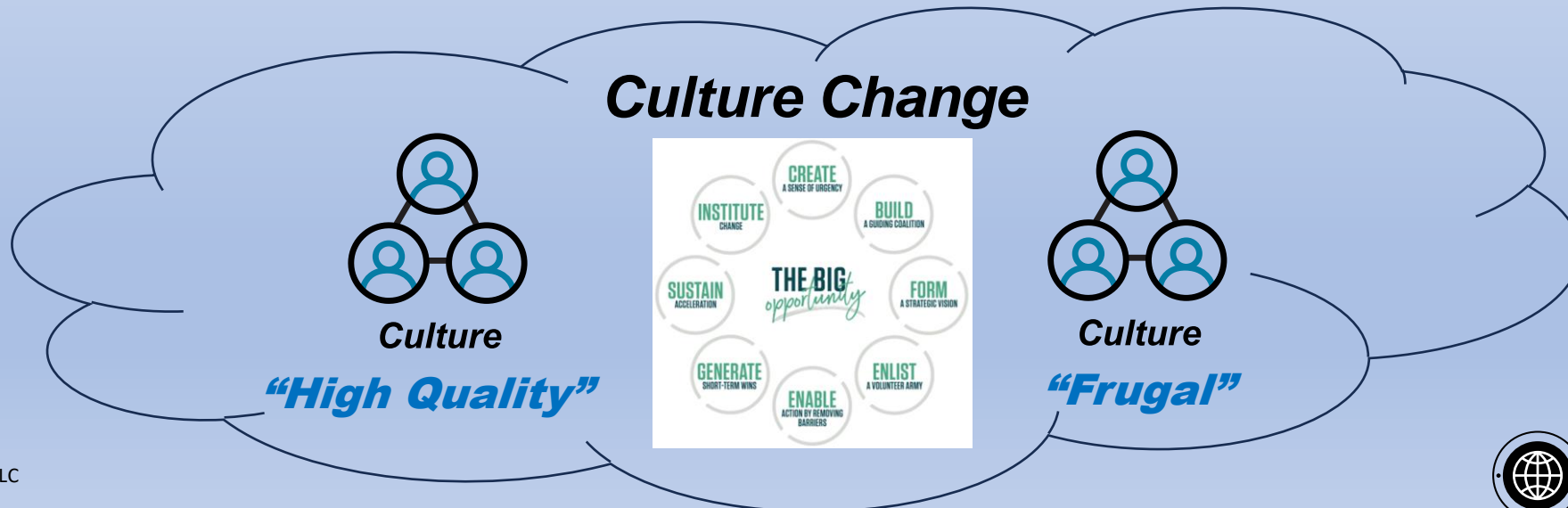


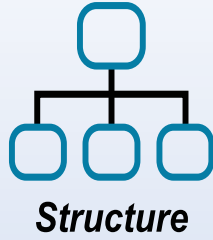
Performance



Development

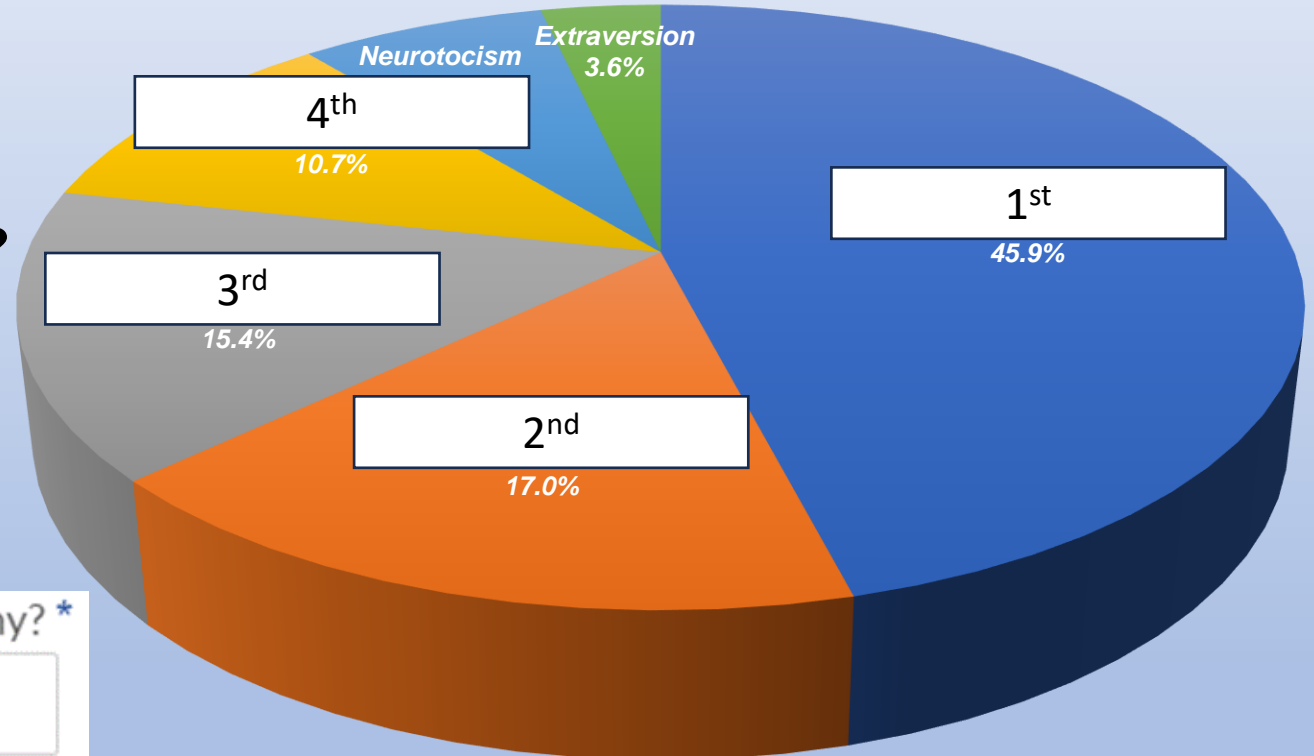
**Reinforcing
Processes**
“Keep Lowering Cost”





Meta Analytic Research

Where Does Emotional Intelligence Rank?



If your life were a song, which song would it be and why? *

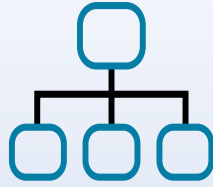




Selection



Rewards



Structure



Performance



Development

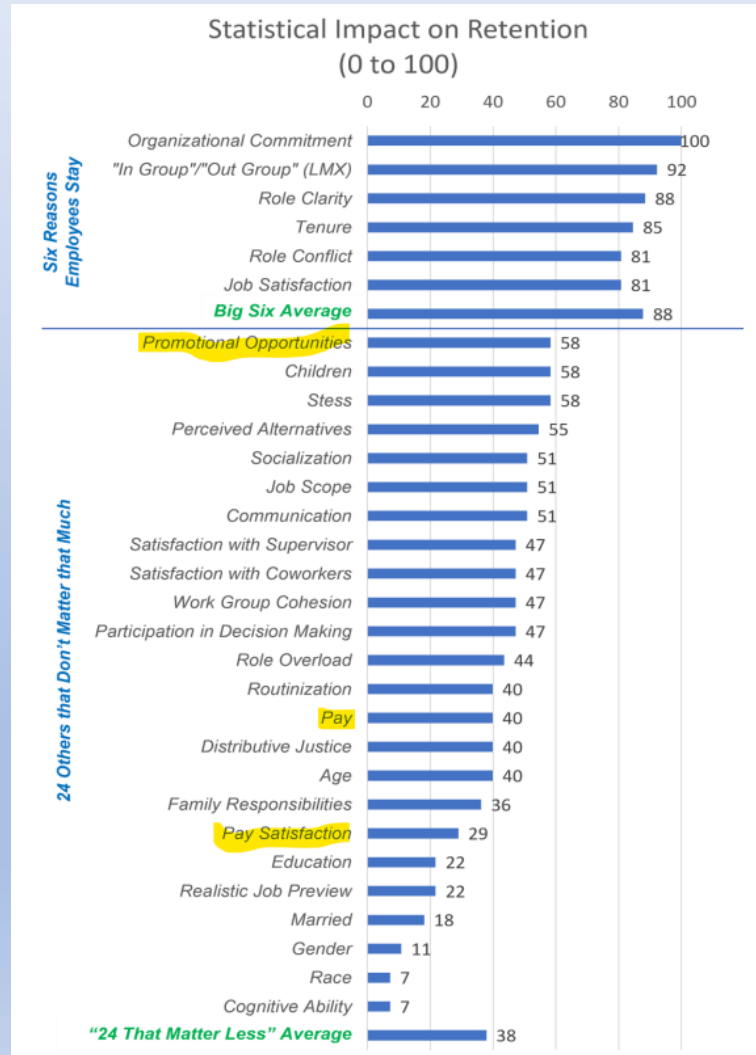


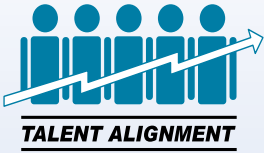
Culture



Rewards Philosophy

- **Strategy and targeted customer market(s)**
- **Retention assumptions**
- **Benefits:**
 - **Financial**
 - **Health/Wellness**
 - **Perks**
- **Individual/Organizational performance**
- **Business critical issues:**
 - **Vital professions?**
 - **Key markets?**
 - **Geography?**
- **Equity and risk tolerance**

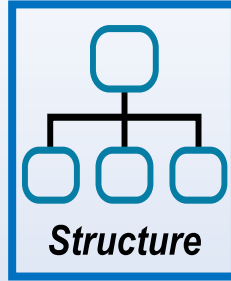




Selection



Rewards



Structure



Performance



Development



Culture

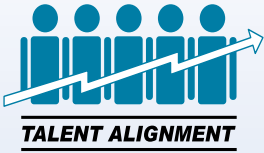
- *Structure Addresses:*

- *Reporting Relationships*
- *Information Flow*
- *Workflow*

- *Strategy Dictates “Must Haves”*

- *Unmatched Product Quality – Advanced Manufacturing & Engineering*
- *Efficiencies and Low Cost – Process Experts & Common Products*

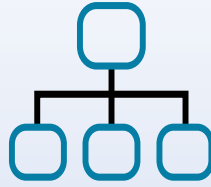




Selection



Rewards



Structure



Performance



Development



Culture



- “WHAT” Employees Do

- Goals Still Work!
- SMARTS
- <Who?> is going to do <What?> by <When?> and <Why?>
- <Metrics?>

- “HOW” Employees Accomplish Goals

- Competencies

Leadership	Business	Global	Customer	Strategic	Advancing	Delivering
Acumen	Collaboration	Focus	Thinking	Change	Results	

“It’s about the dialogue!”

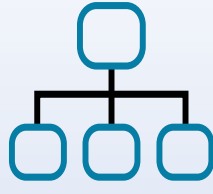




Selection



Rewards



Structure



Performance



Development

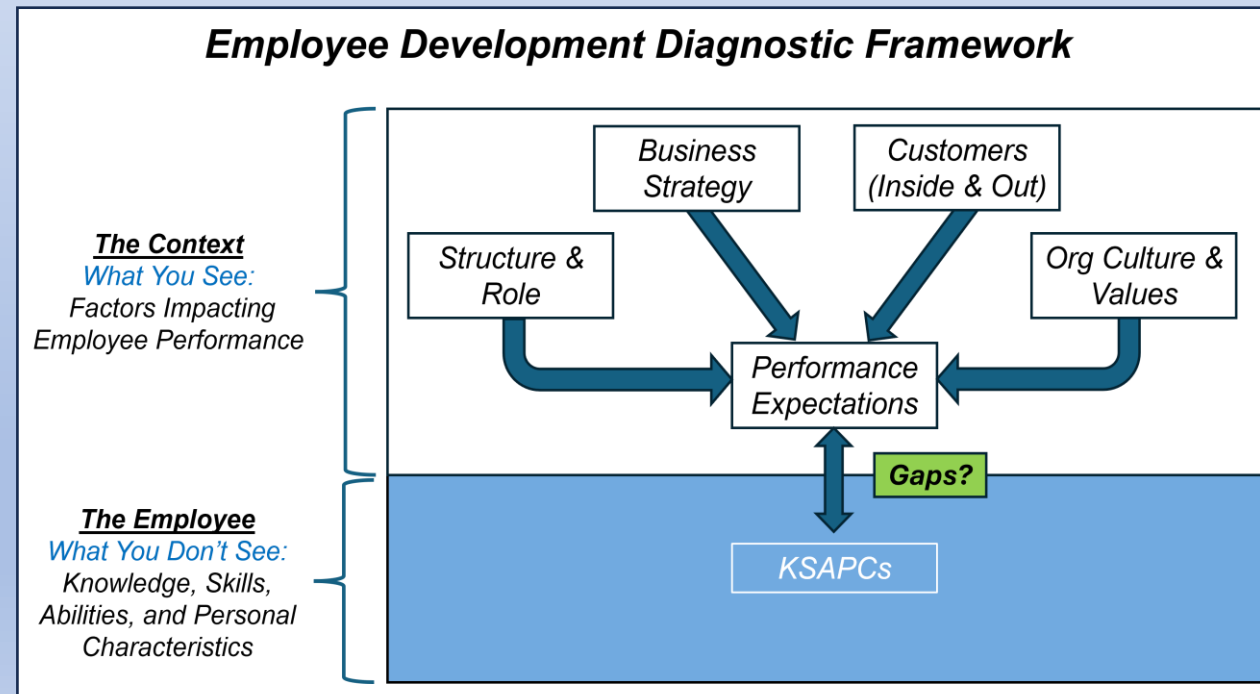


Culture

• Needs Analysis

- *Manager & Employee Survey*
- *Overall Framework*

Leadership Acumen Business Global Customer Strategic Advancing Delivering
Acumen Collaboration Focus Thinking Change Results

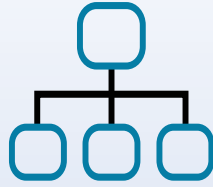




Selection



Rewards



Structure



Performance



Development



Culture

• Solutions

- *Volunteering*
- *Special Projects*
- *Reading/Video*
- *Mentoring*



Preparation/Presentation/Vocal Variety – If these are important for your business, there's nothing like holding a microphone in a gym filled with 250 people to build them. Mistakes are amplified (literally)...particularly those that involve pronouncing a player's name.

Being accurate on the mic is table stakes, but Athletic Directors and Coaches rely on the announcer to inject energy and fun into each event too. Vocal variety is critical.

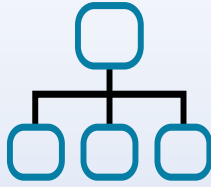




Selection



Rewards



Structure



Performance



Development

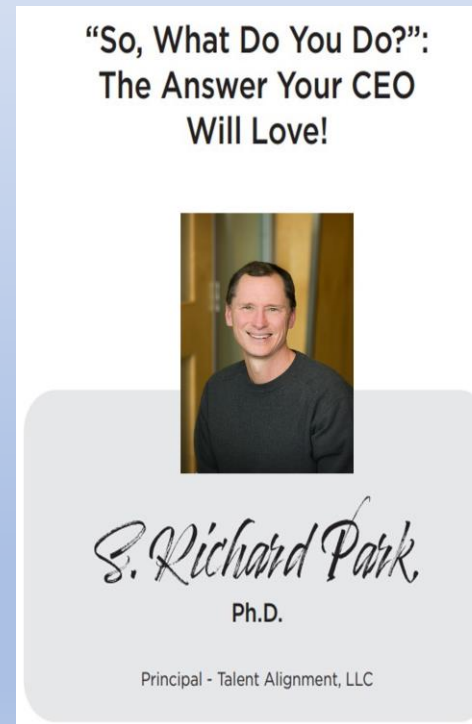
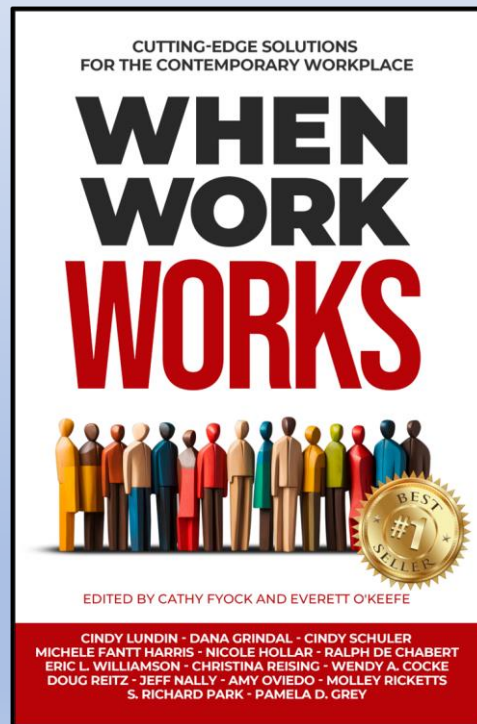


Culture

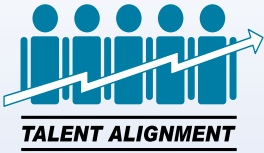


More Resources

www.talentalignment.net/ournetwork



***Student? In Transition?
Let's Talk!***



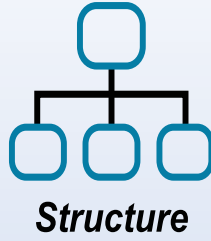
Thank You!

rick@talentalignment.net

+1.706.504.2182

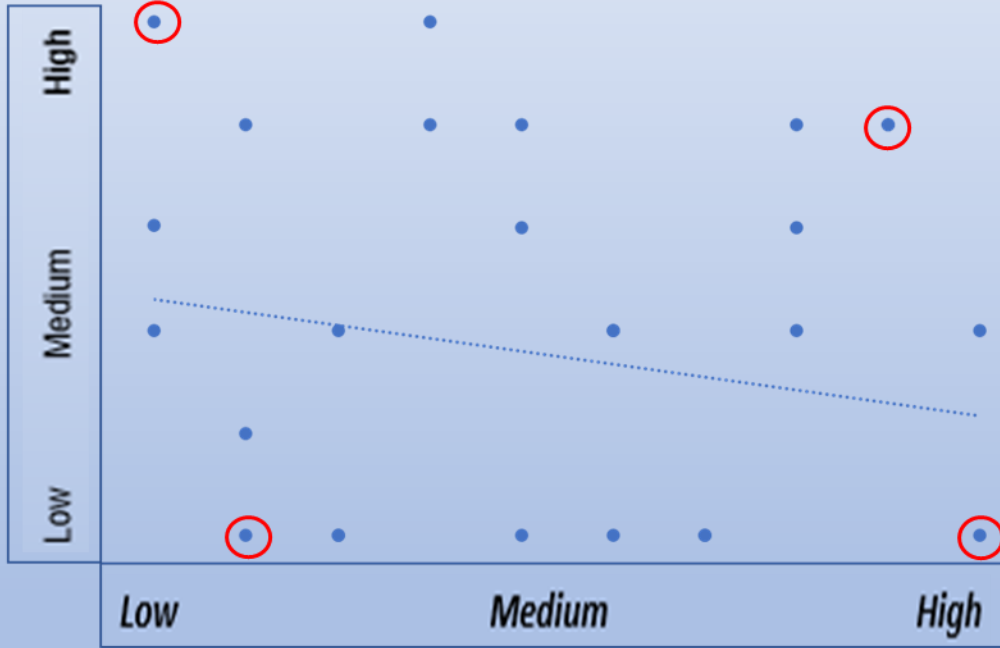
www.talentalignment.net





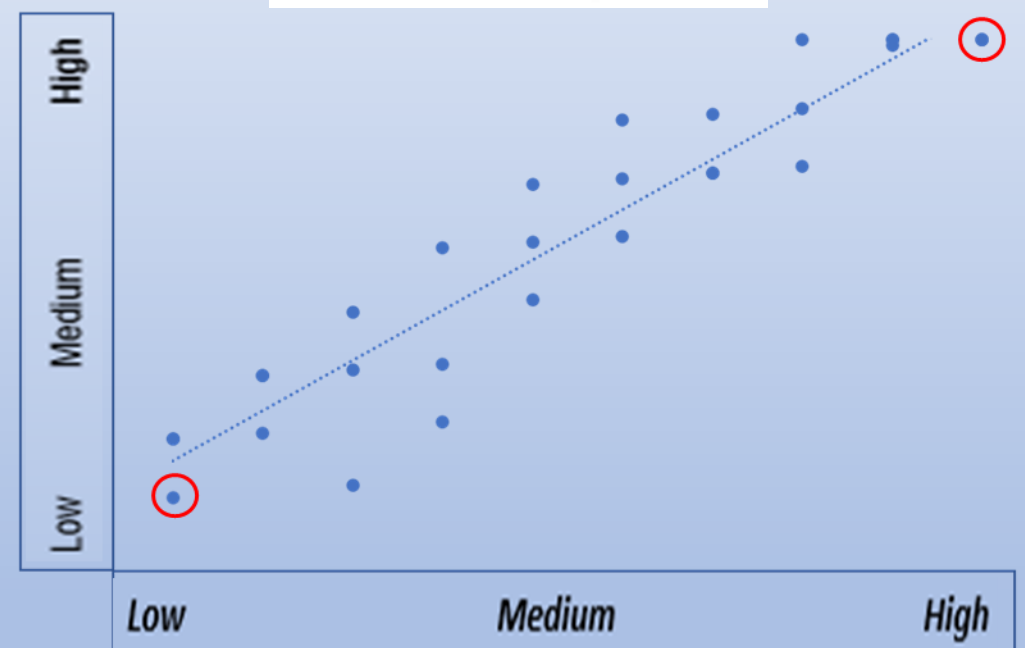
$$\tan A = \frac{\text{opposite}}{\text{adjacent}}$$

Job Performance – Problem Solving



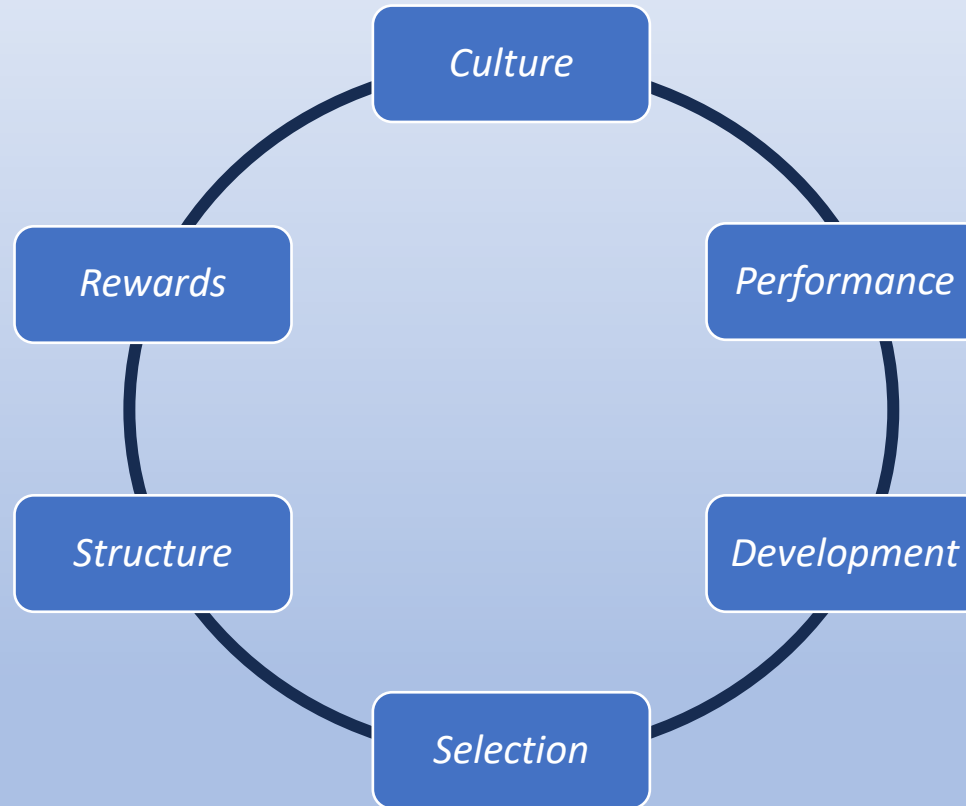
Sense of Urgency Score

Job Performance - Sense of Urgency



Sense of Urgency Score

Seven “Levers” Guiding Workforce Performance



Social Media on Selection

#1 skill employees need?
Empathy. Be a great listener instead of a talker.



 **Top Voice**

5,674,683 followers

