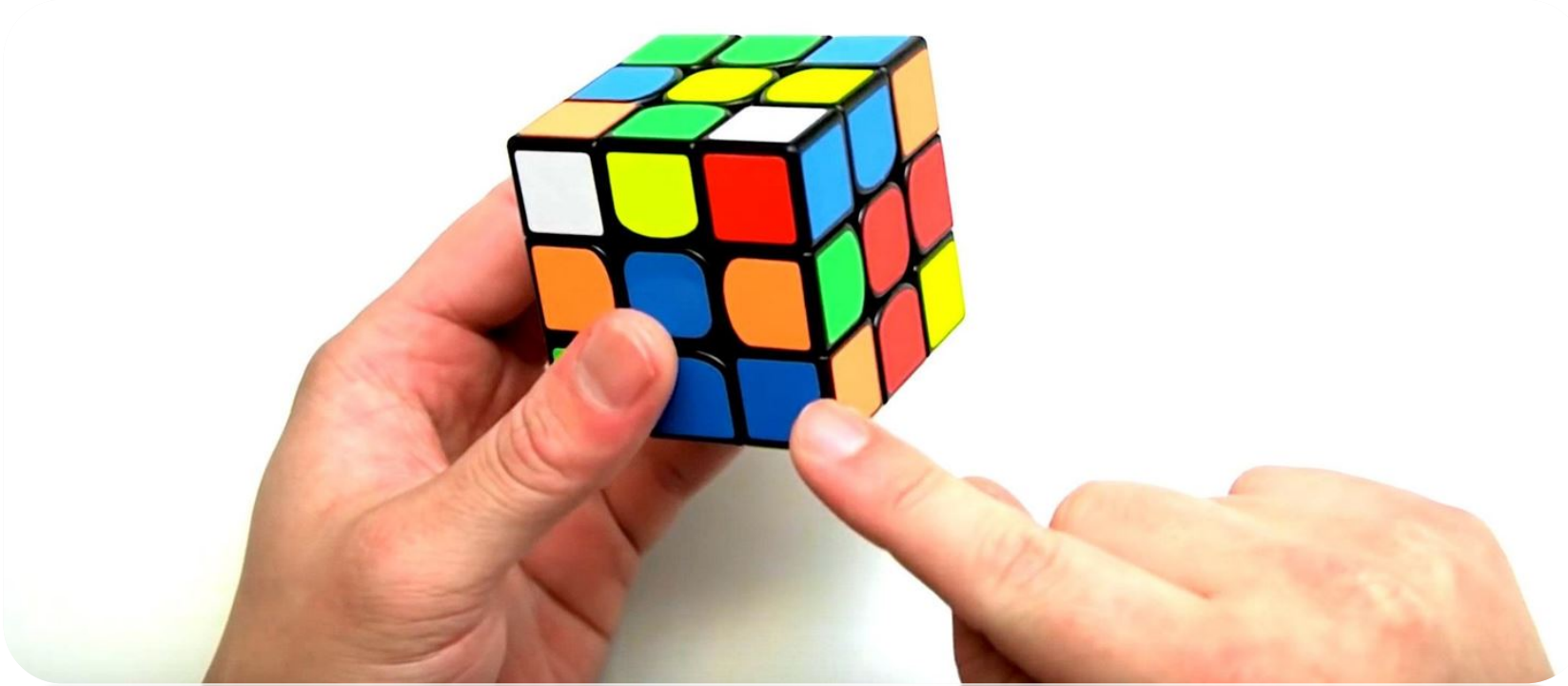


MANAGING EMPLOYEES IN A CONSTANTLY EVOLVING WORKPLACE



2019 CIPMM Workshop



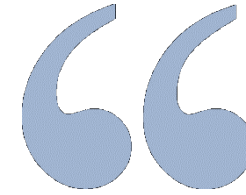
STRUCTURES



CHANGES



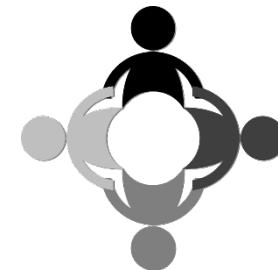
MANAGERS



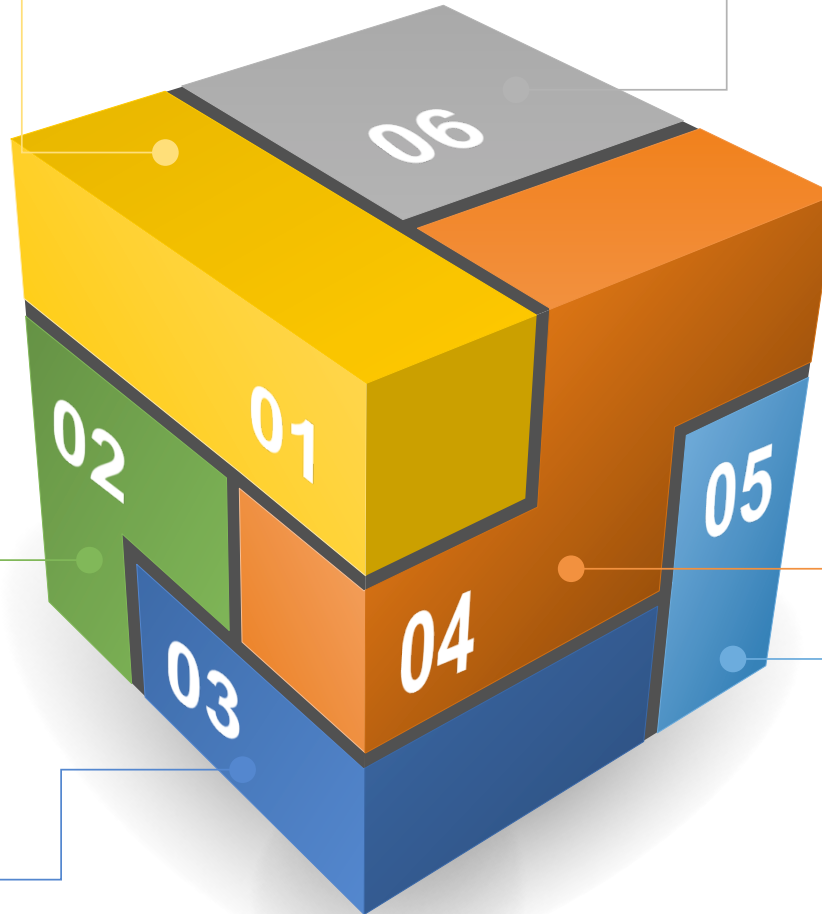
QUOTES



TIPS



4 GENERATIONS

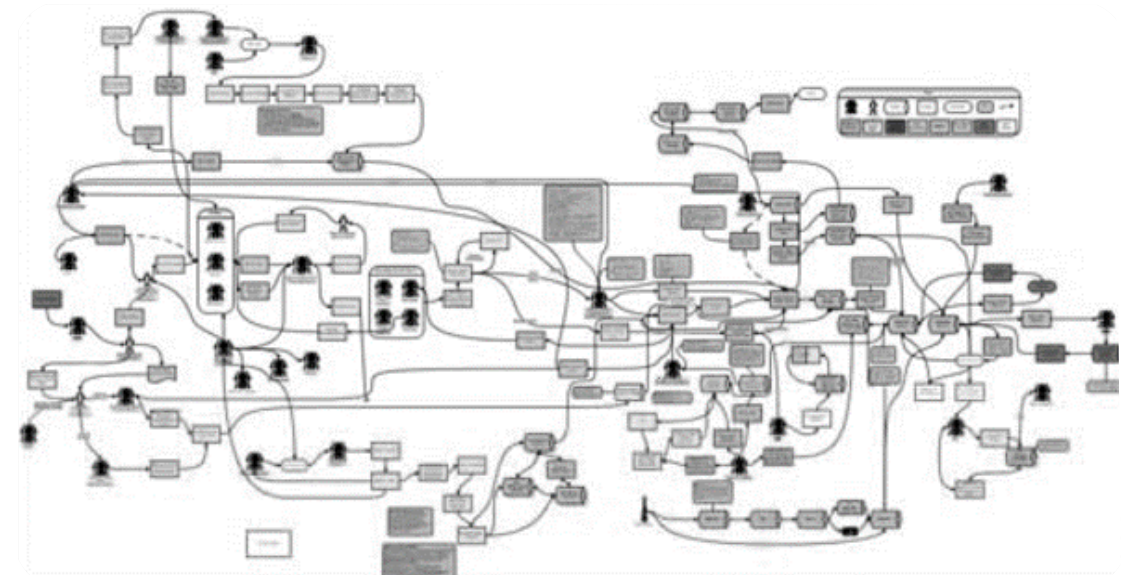
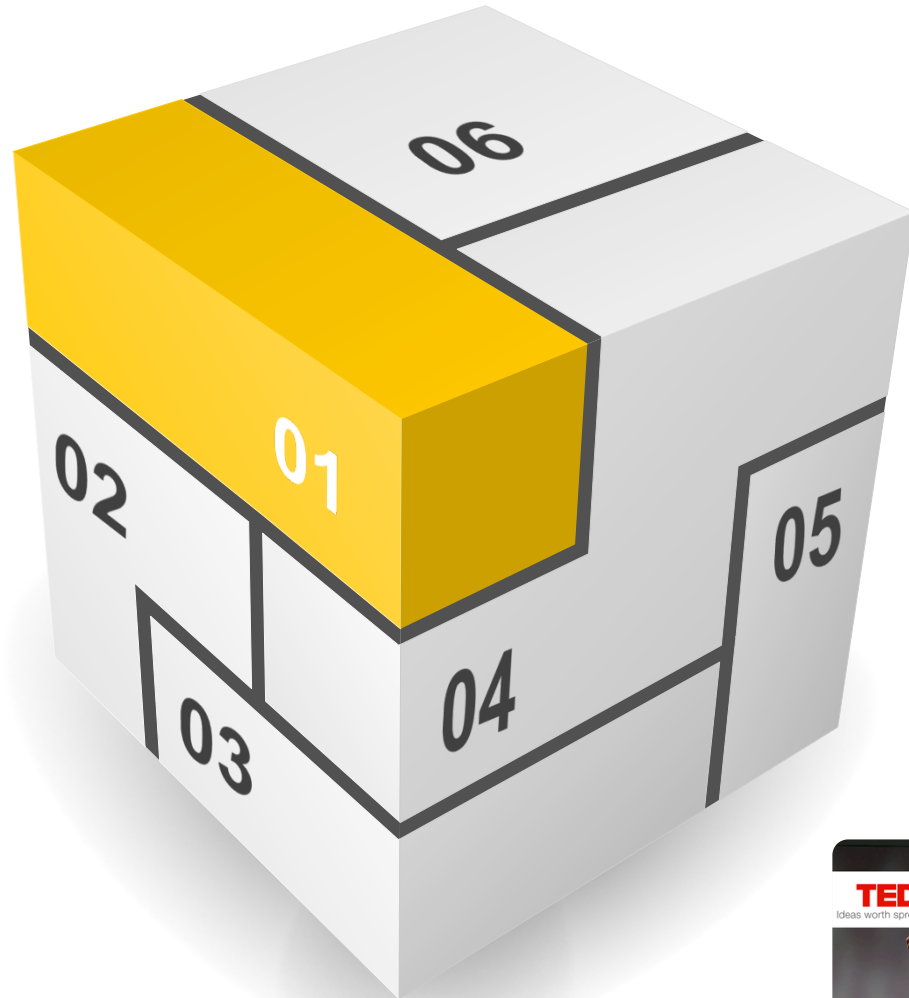




STRUCTURES

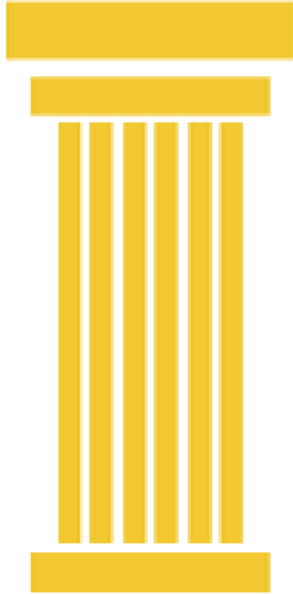
"The achievements of an organization are the results of the combined effort of each individual."

Vince Lombardi



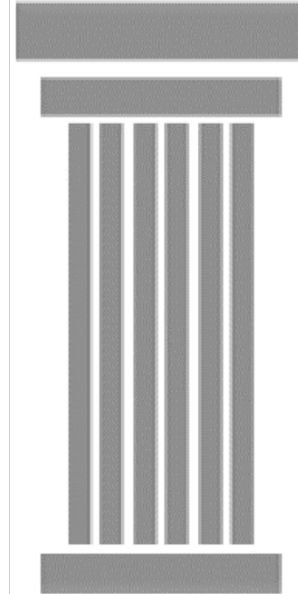
Yves Morieux - As work gets more complex, 6 rules to simplify

TWO PILLARS OF MANAGEMENT



HARD

- *Structures*
- *Processes*
- *Systems*
- *Metrics*
- *Scorecard*
- *Org Charts*
- *Committees*
- *Etc.*



SOFT

- *Feelings*
- *Interpersonal Relationships*
- *Likeability*
- *Traits*
- *Etc.*



UNDERSTAND
WHAT YOUR
PEOPLE
REALLY DO

REINFORCE
COOPERATION

INCREASE
QUANTITY OF
POWER

INCREASE
TRADE

COMMUNICATE
FUTURE
OUTCOMES OF
ACTIONS

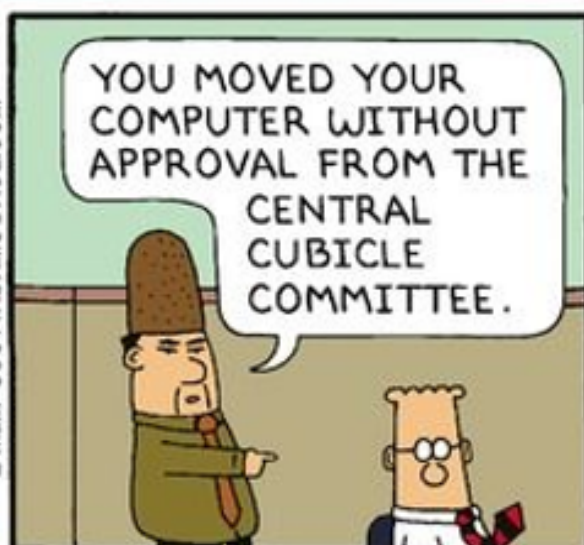
REWARD
THOSE WHO
COOPERATE

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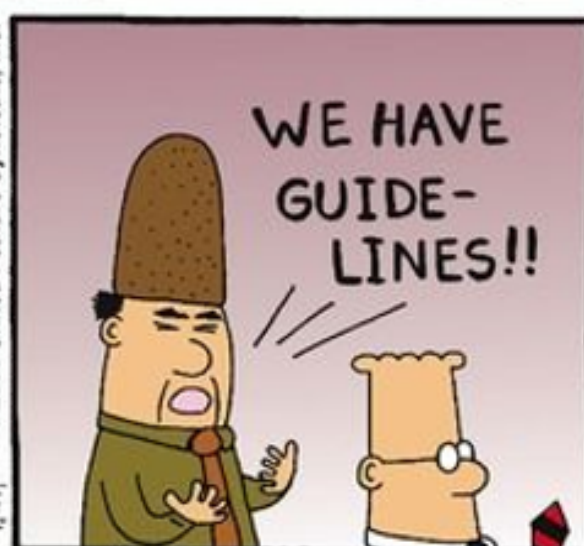
BY SCOTT ADAMS



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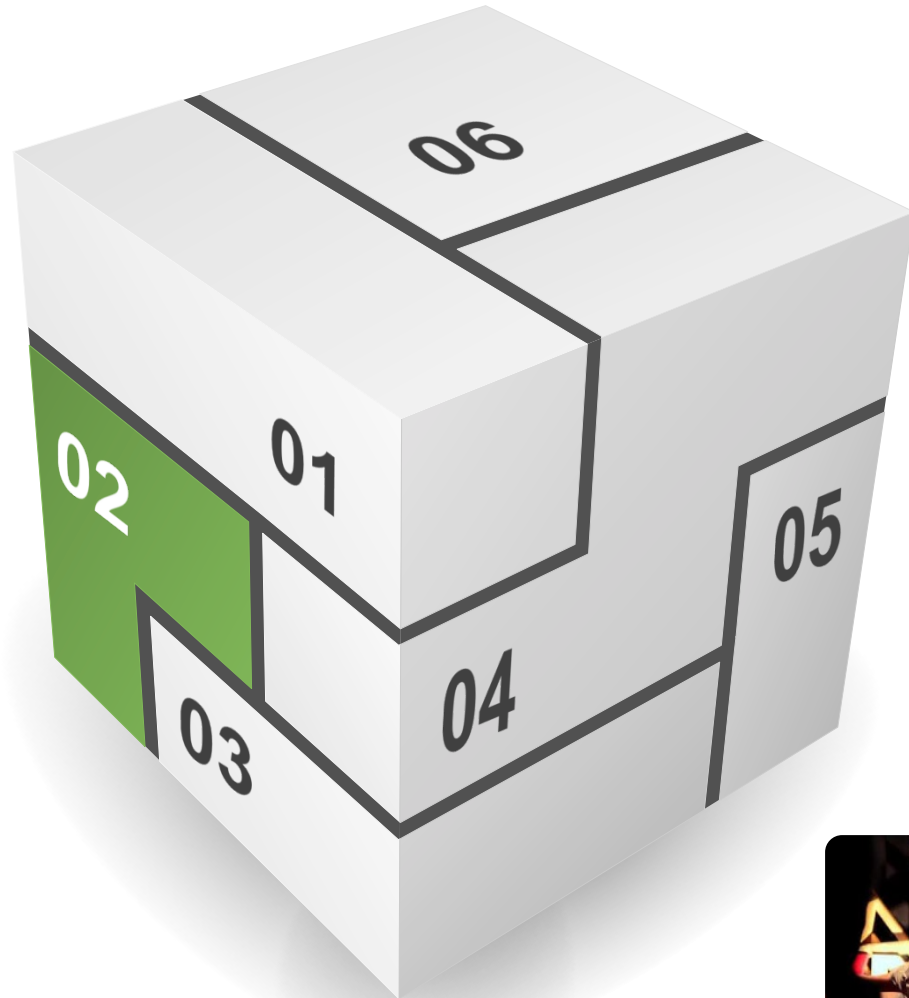




CHANGES

"Instead of worrying about what you cannot control, shift your energy to what you can create."

Roy T. Bennett



Jason Clarke- Embracing Change

THREE WAYS OF LOOKING AT IT

LOOK AT THE
POSITIVES

TRY TO SEE WHAT'S
INTERESTING ABOUT
IT

FOCUS ON THE
NEGATIVE



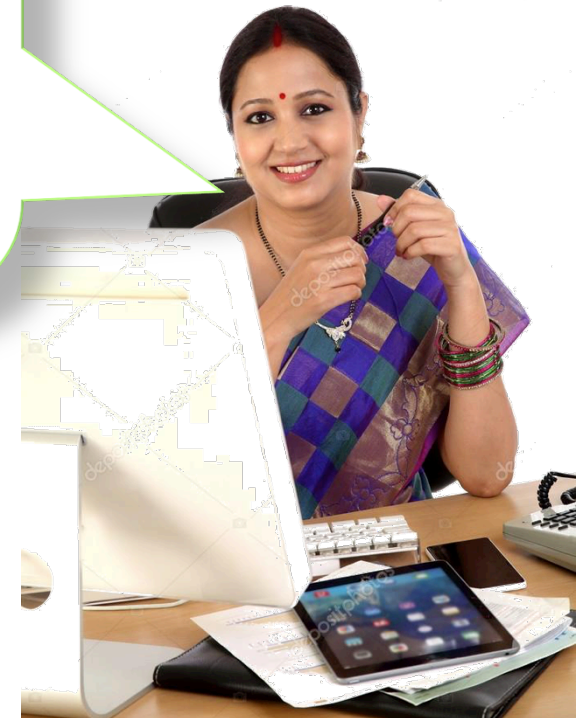
FOUR DOOR EXERCISE



DOOR NUMBER 1



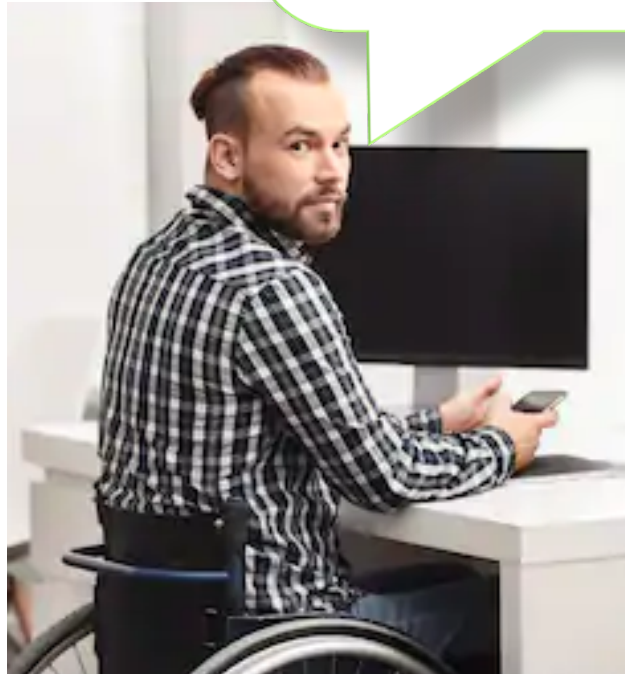
What could we do
before and can
still keep doing?



DOOR NUMBER 2



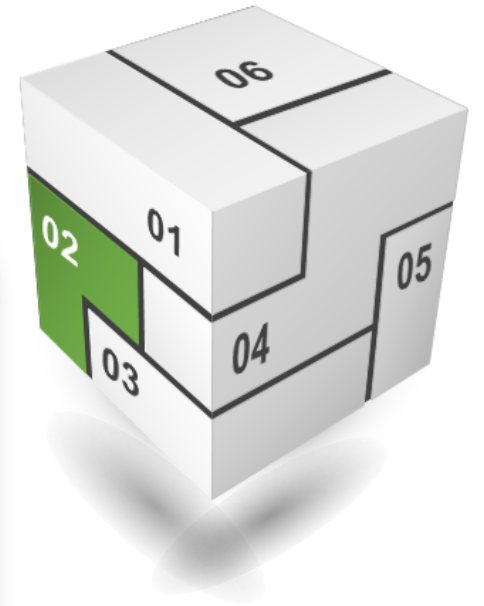
What are the things we couldn't do before and still can't do?



DOOR NUMBER 3



What could we do
before and can't
do now?

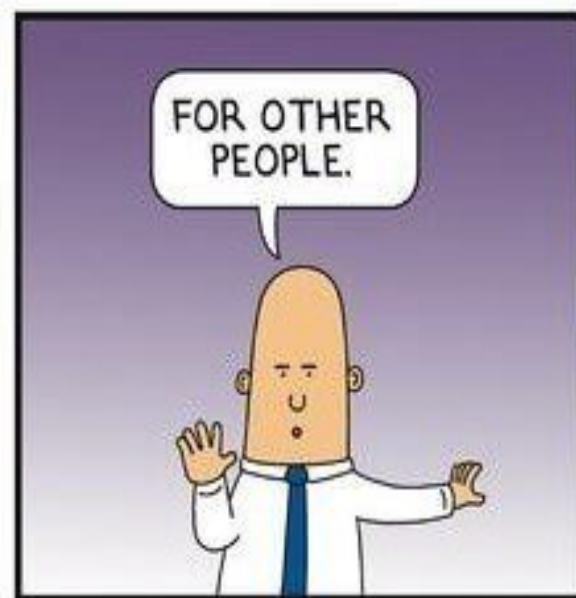
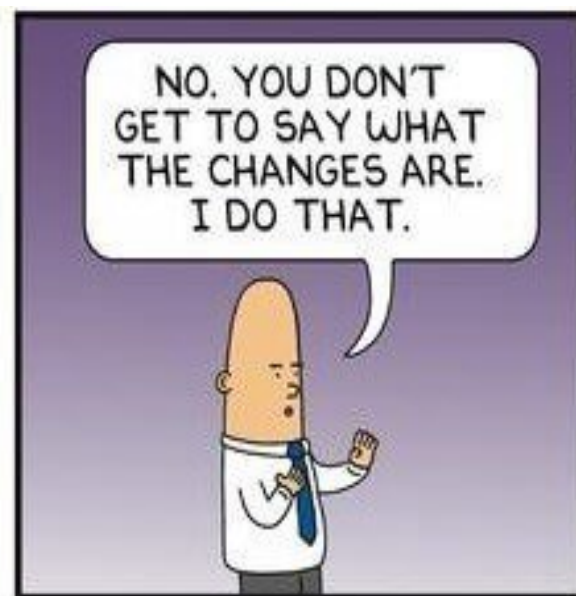
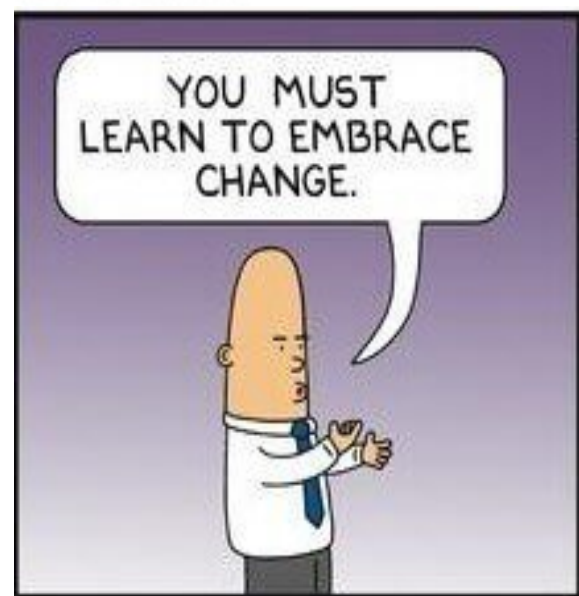


DOOR NUMBER 4



What can we do
now that we
couldn't do
before?

























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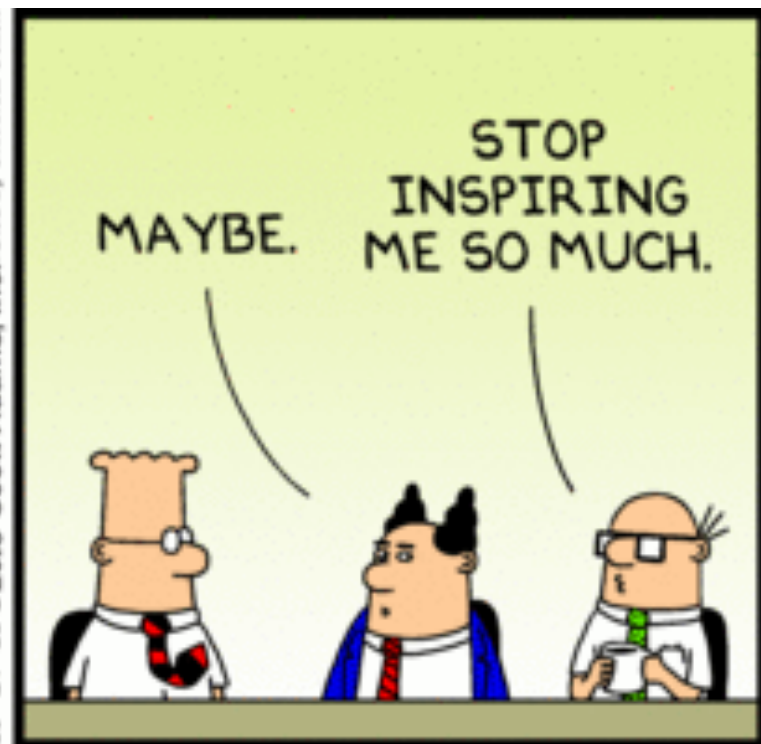


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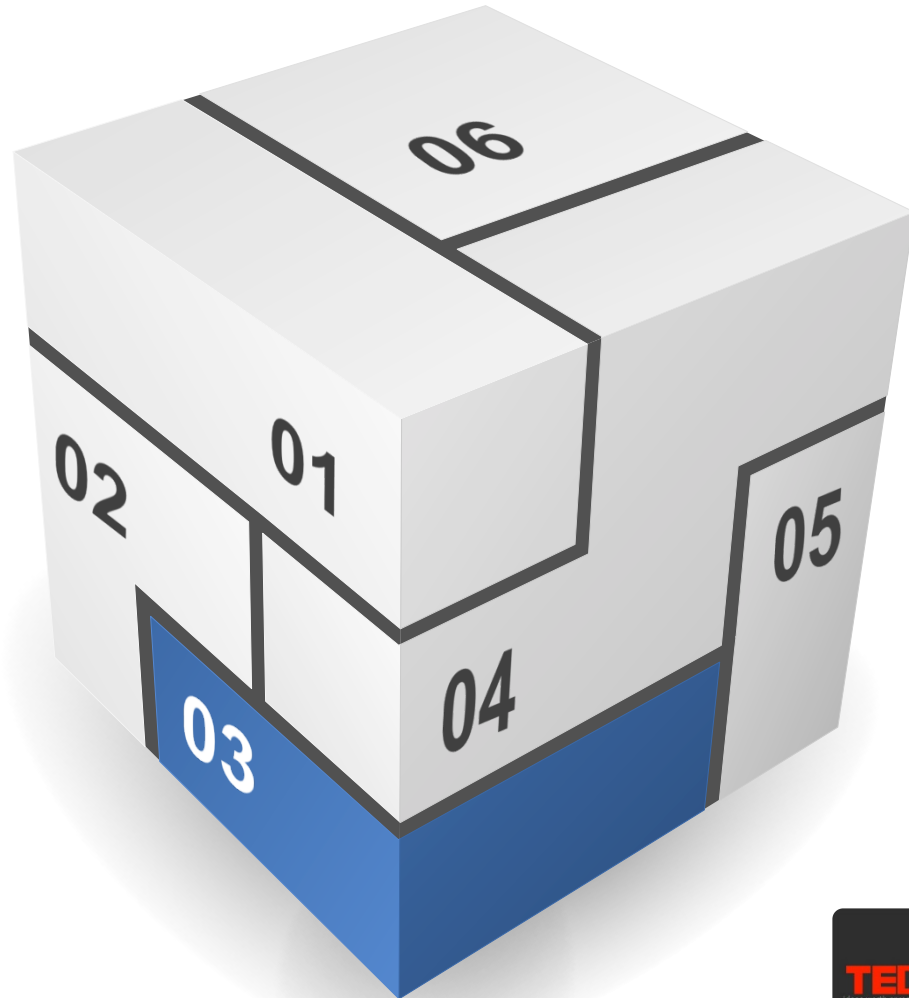




MANAGERS

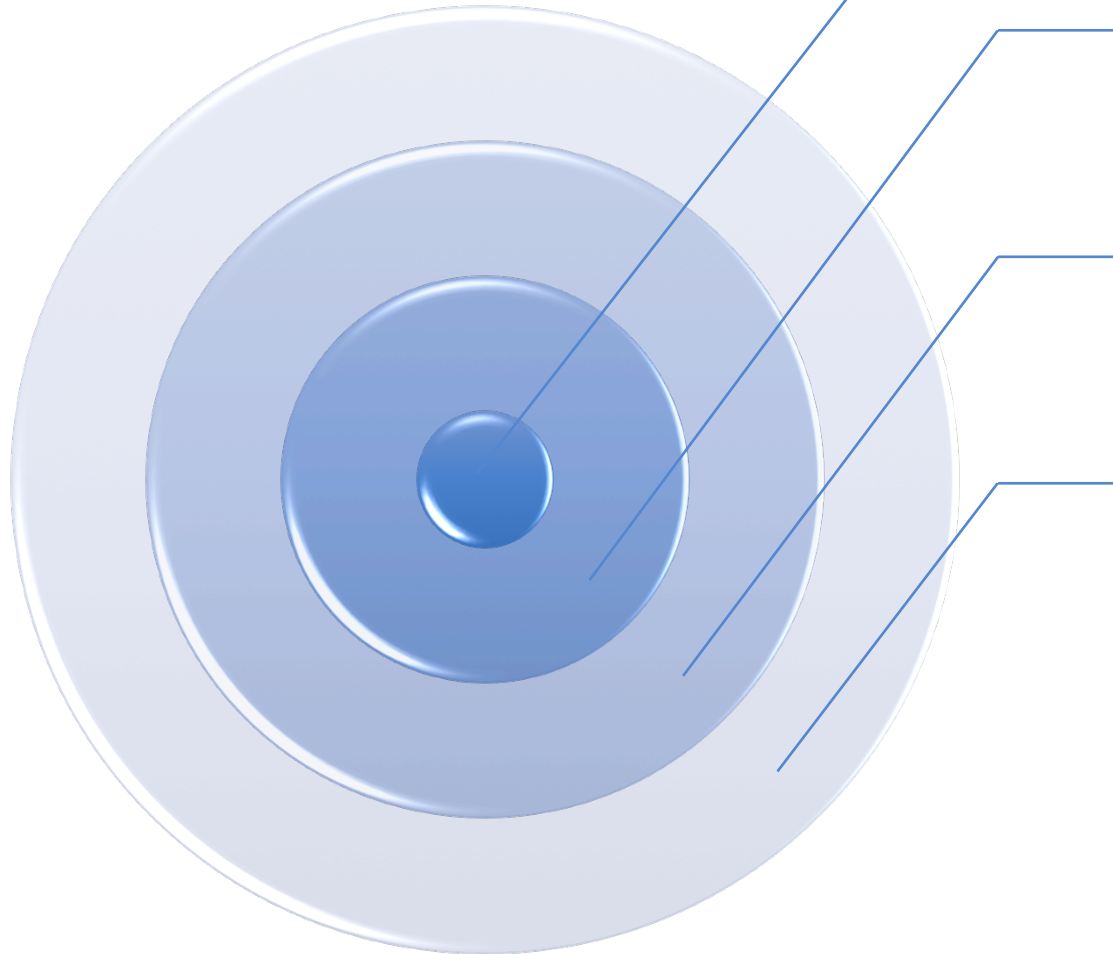
"If your actions inspire others to dream more, learn more, do more, and become more, you are a leader."

John Quincy Adams



Simon Sinek – *Start with why*

FIRST WHO AND THEN GO!

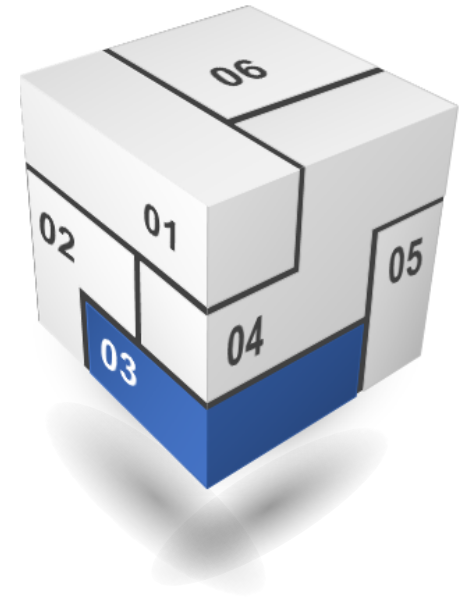


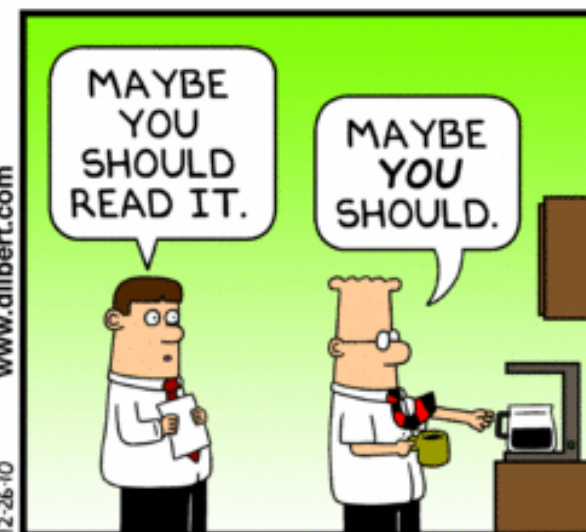
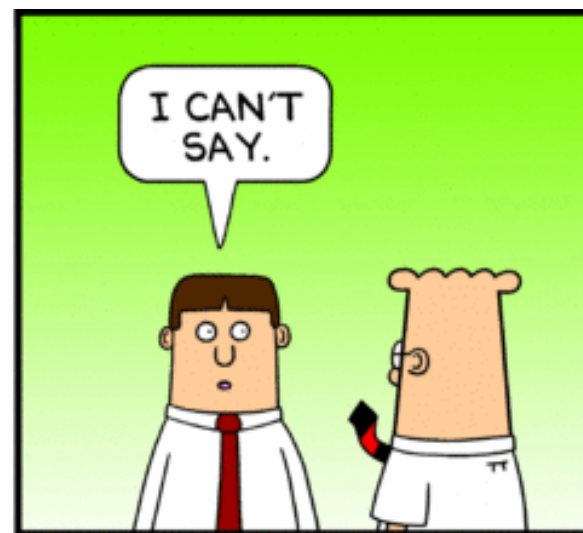
Who

Why

How

What



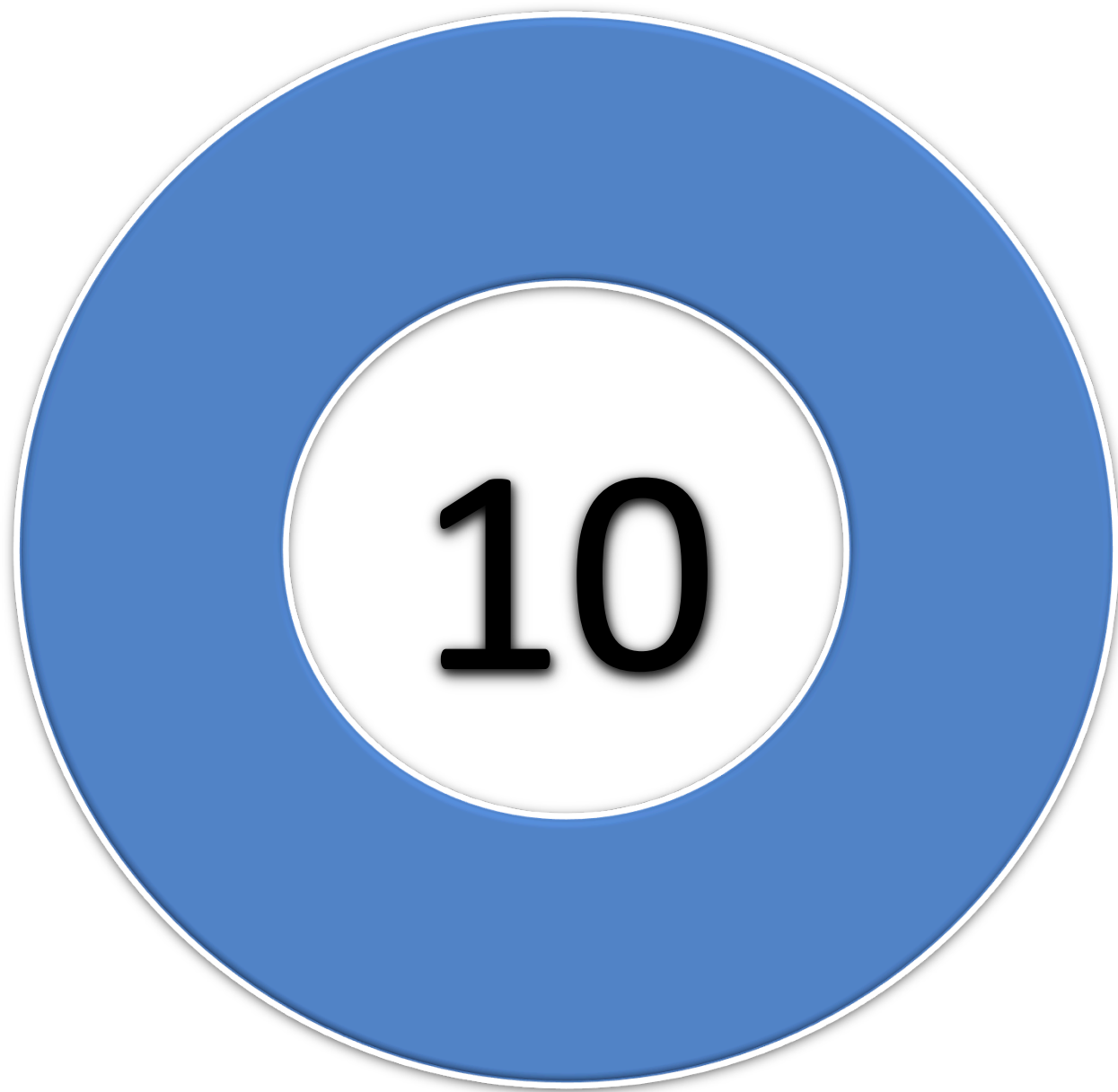


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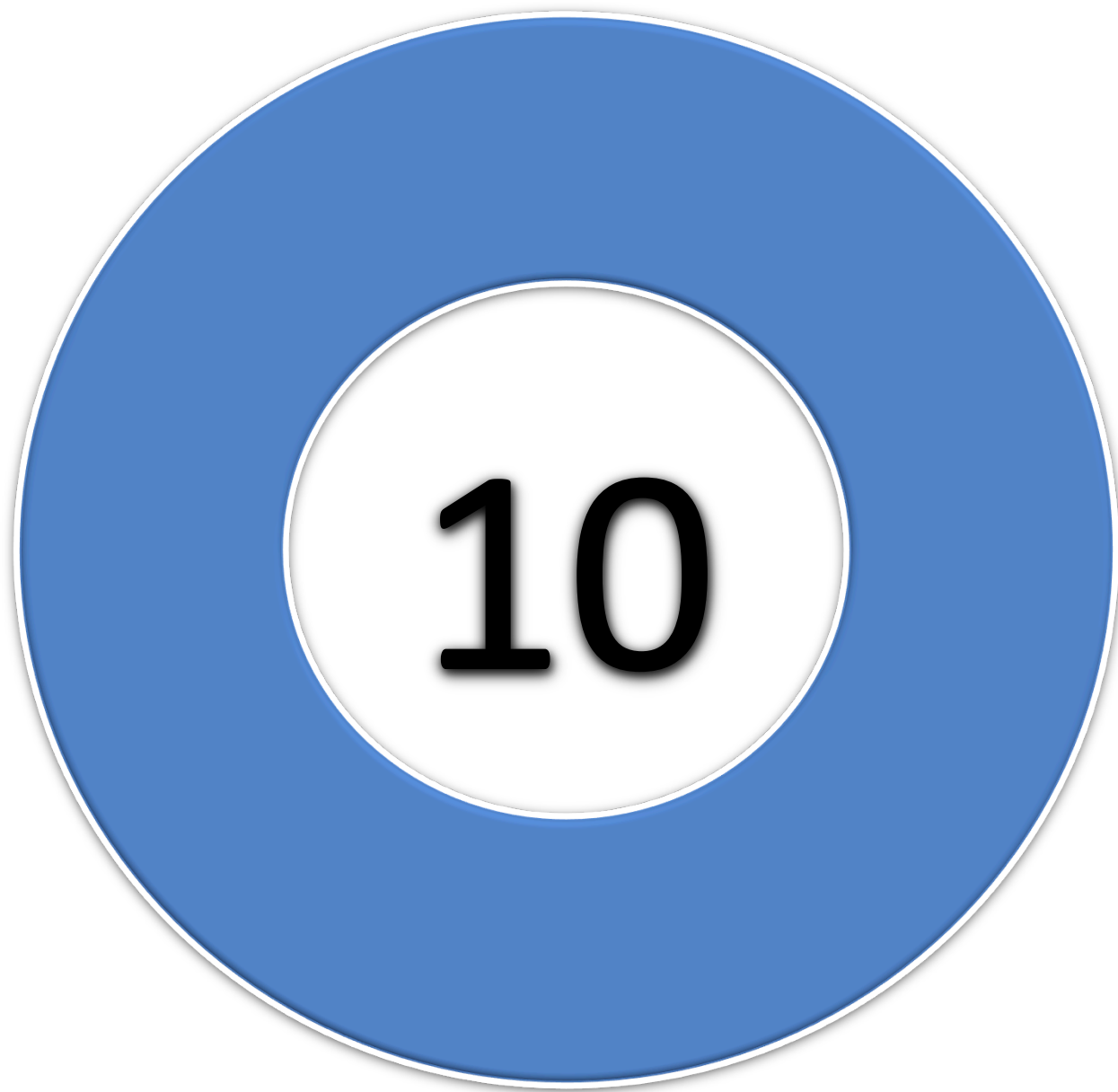


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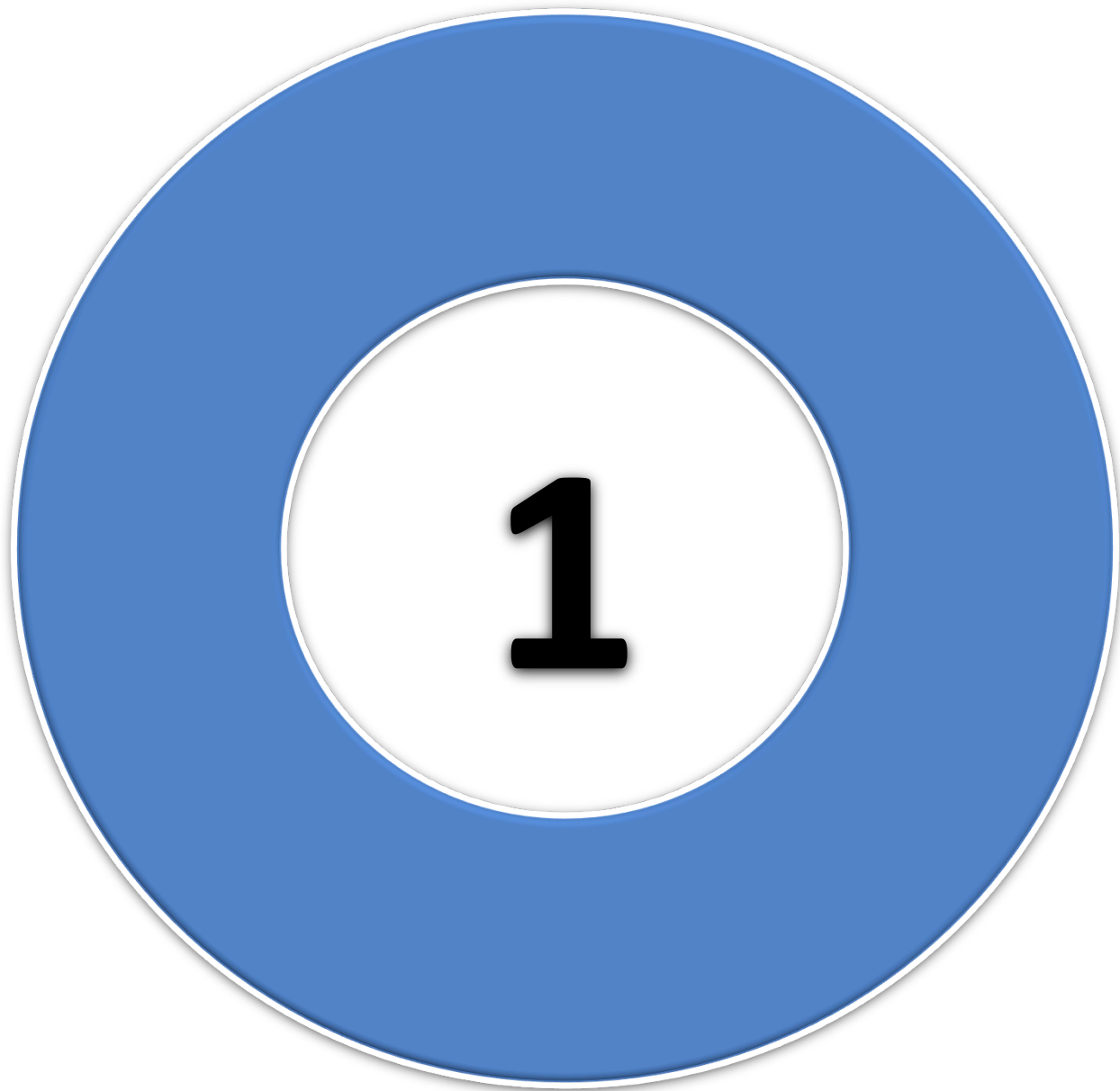














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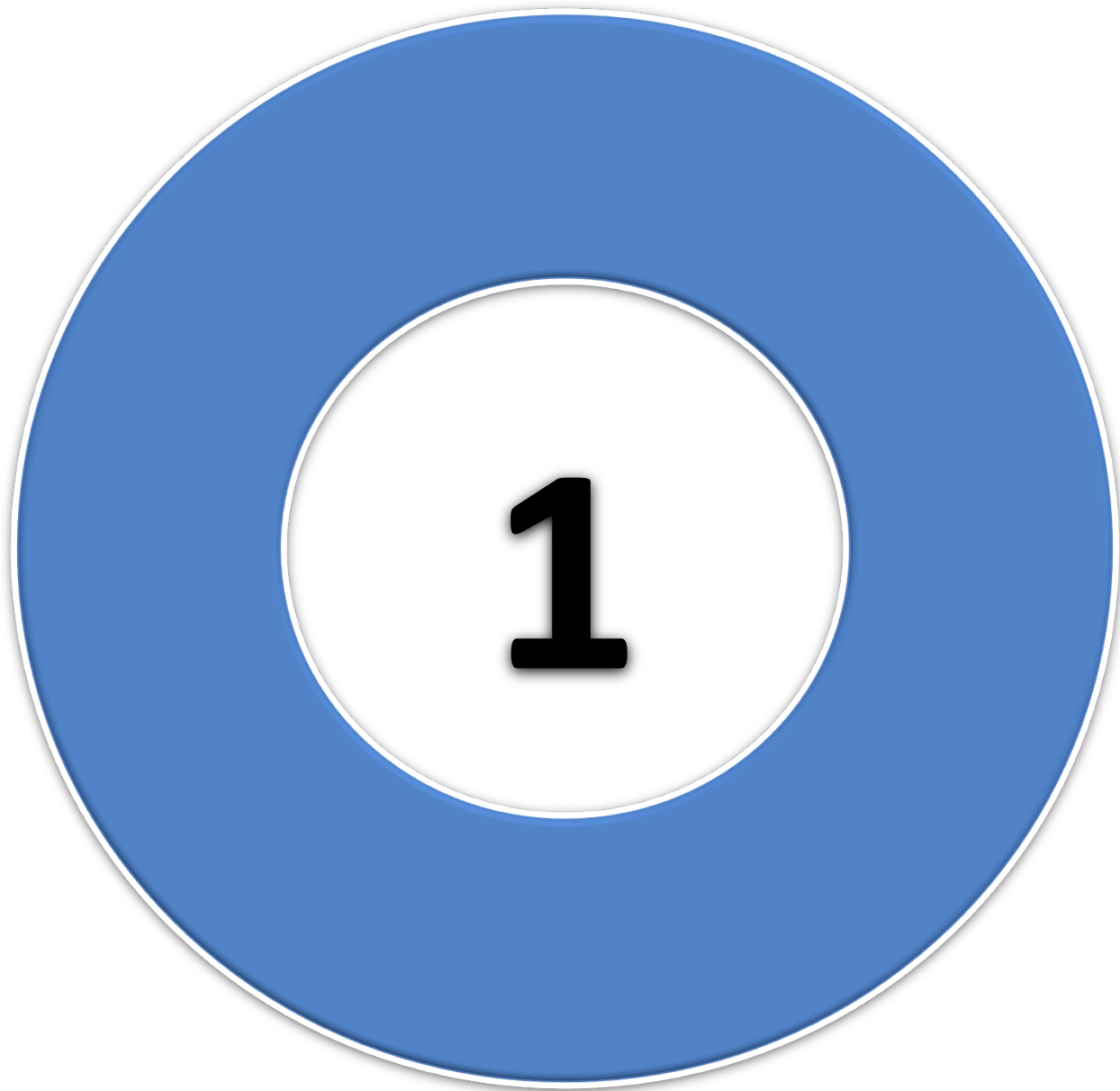


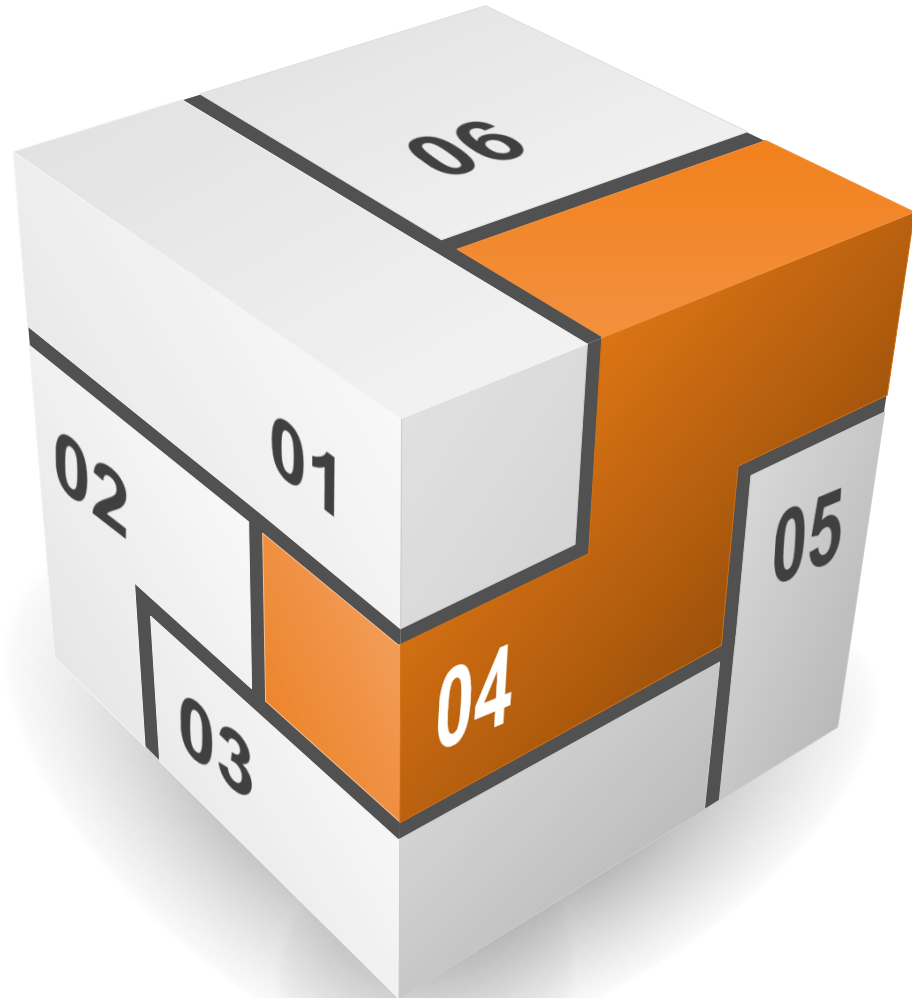












TIPS

"The way to get started is to quit talking and begin doing"

Walt Disney



OTHER HELPFUL TIPS

- ☐ Help your employees discover where their time goes with a time audit.
- ☐ Ask if the systems you've put in place are helping or hurting their productivity?
- ☐ Rethink your weekly meeting.
- ☐ Identify activities that don't require your presence.
- ☐ Ask to be evaluated by your employees.
- ☐ 10 percent rule











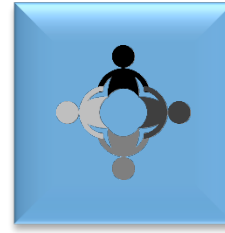






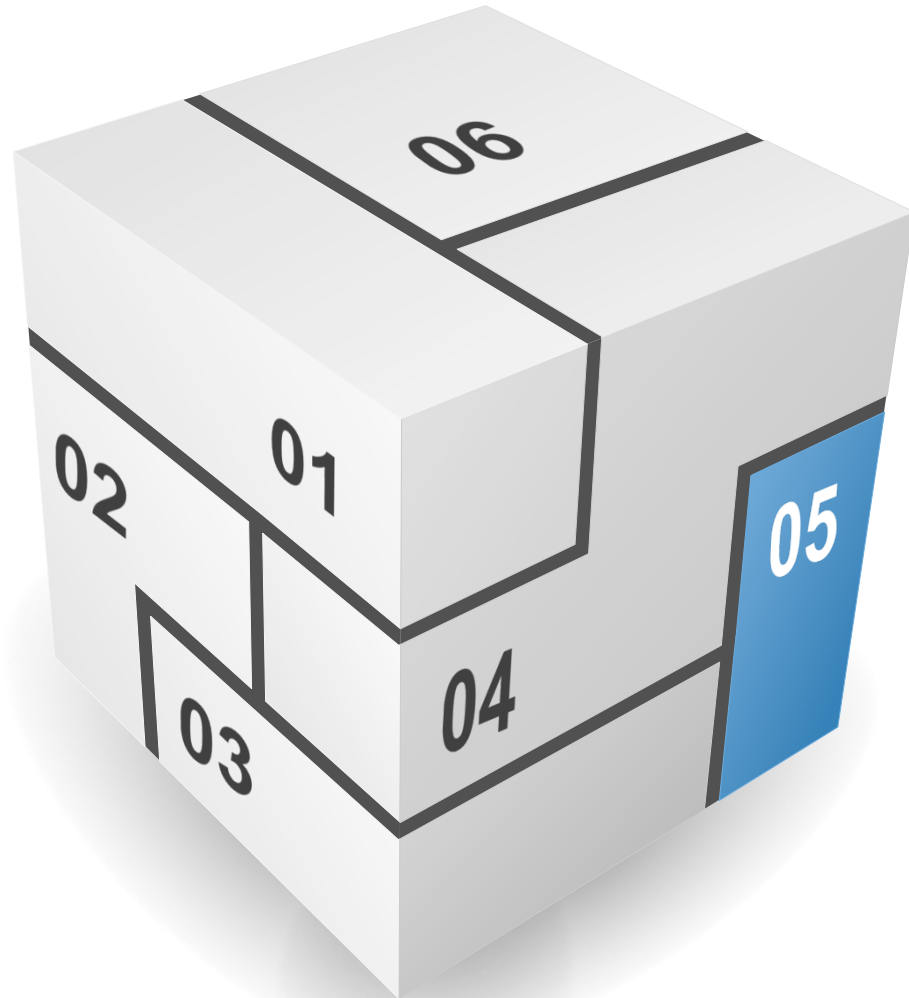






4 GENERATIONS

Workplace values, approaches and responses can vary among the 4 generations in the workforce.



WORKING WELL IN TIMES OF CHANGE

Veterans 1922-1943

- You must value their experience and engage them early;
- Spend time in orientation and training activities (i.e.: the use of technology);
- Respect common norms of courteous behavior.

Baby boomers 1943 – 1960

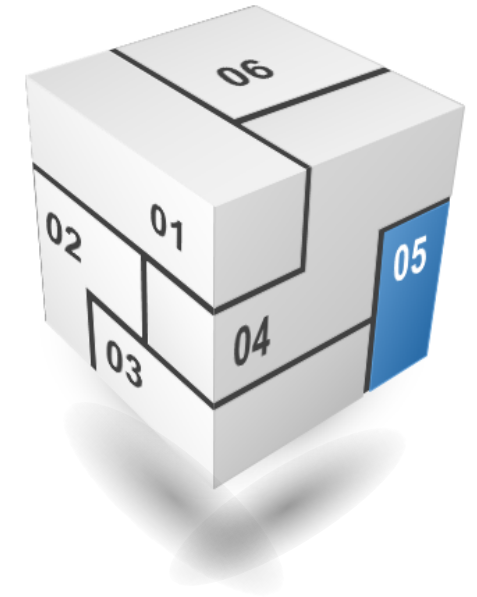
- Show them how they can be an organizational star;
- Provide them with developmental opportunities;
- Involve them in the planning and operational matters.

Generation X 1960 – 1980

- Partner them with mentors that they respect;
- Do not expect them to “give their life to the job” (instead communicate the work/life balance);
- Refrain from giving them too much extended hands-on supervision during the change process.

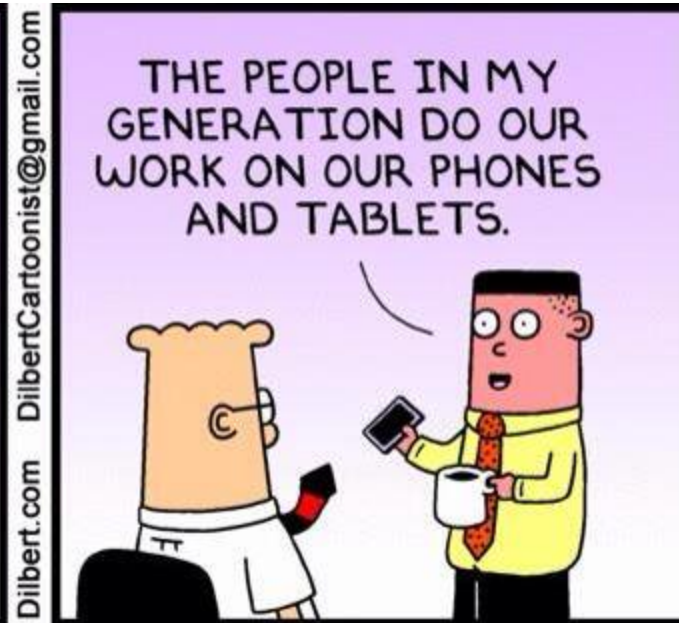
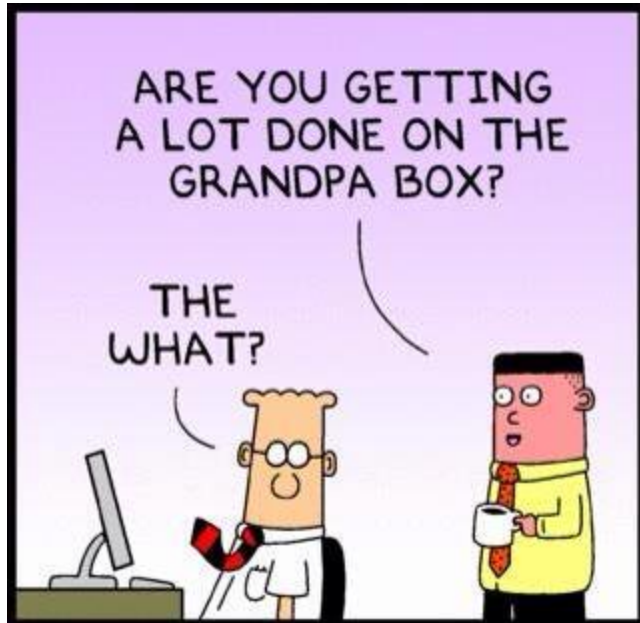
Generation Y 1980 – 2000

- Partner them with Boomers;
- Engage them throughout the change process and provide them with structure;
- Be generous with training and orientation activities.



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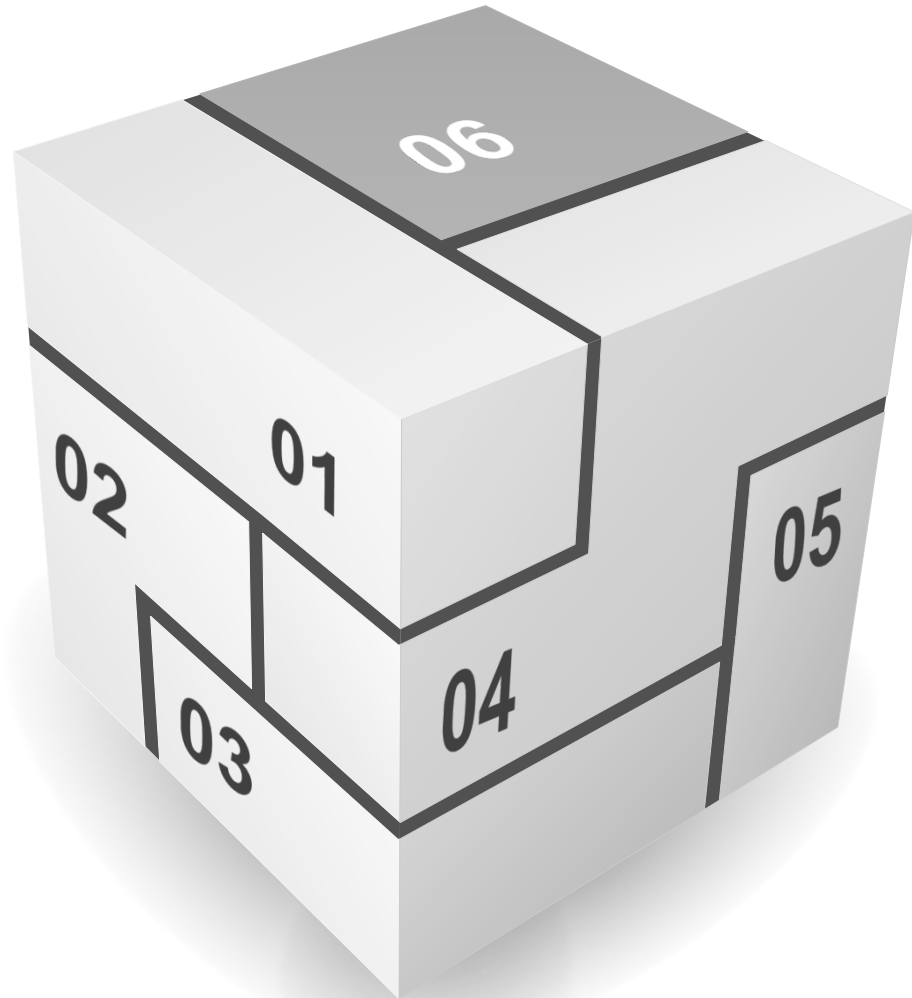


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"I'll have someone from my generation get in touch with someone from your generation."

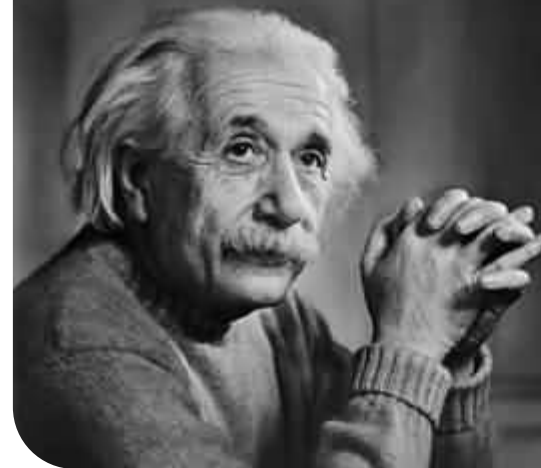


QUOTES

The right quotes can help us better understand an idea or a concept, and give us that extra burst to persevere.

If you can't explain it **simply**, you don't understand it well enough.

– Albert Einstein



SOME OF MY FAVORITES

“Blame is not for failure, it is for failing to help or ask for help.”

Jorgen Vig Knudstorp, CEO of Lego Group

“To win in the marketplace, you must first win in the workplace.”

Doug Conant, Former President and CEO of Campbell Soup Company Ltd.

“There go the people. I must follow them for I am their leader.”

Alexandre Ledru-Rollin, French Politician

“What is needed is people who are interested not in being leaders as much as in developing leadership in others.”

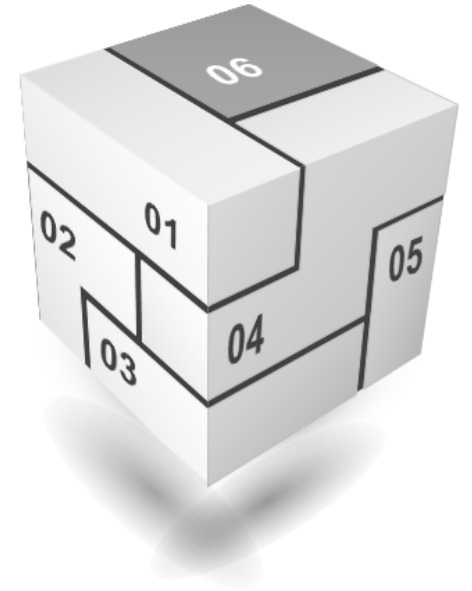
Ella J. Baker, Civil Rights Activist

“A leader is best when people barely know he exists, when the work is done, they will say: we did it ourselves.”

Lao Tzu, Chinese Philosopher

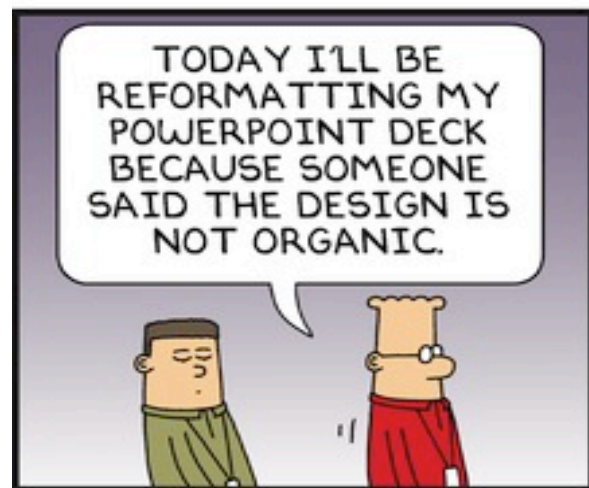
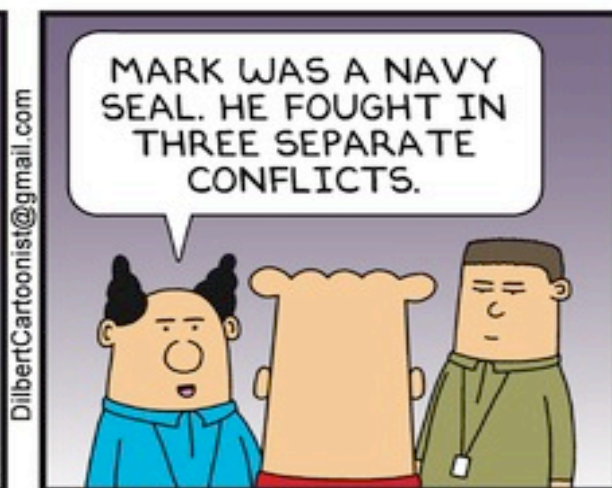
“Leading an organization is like frying a small fish. You spoil it with too much poking.”

Tao Te Ching, Classic Chinese Text



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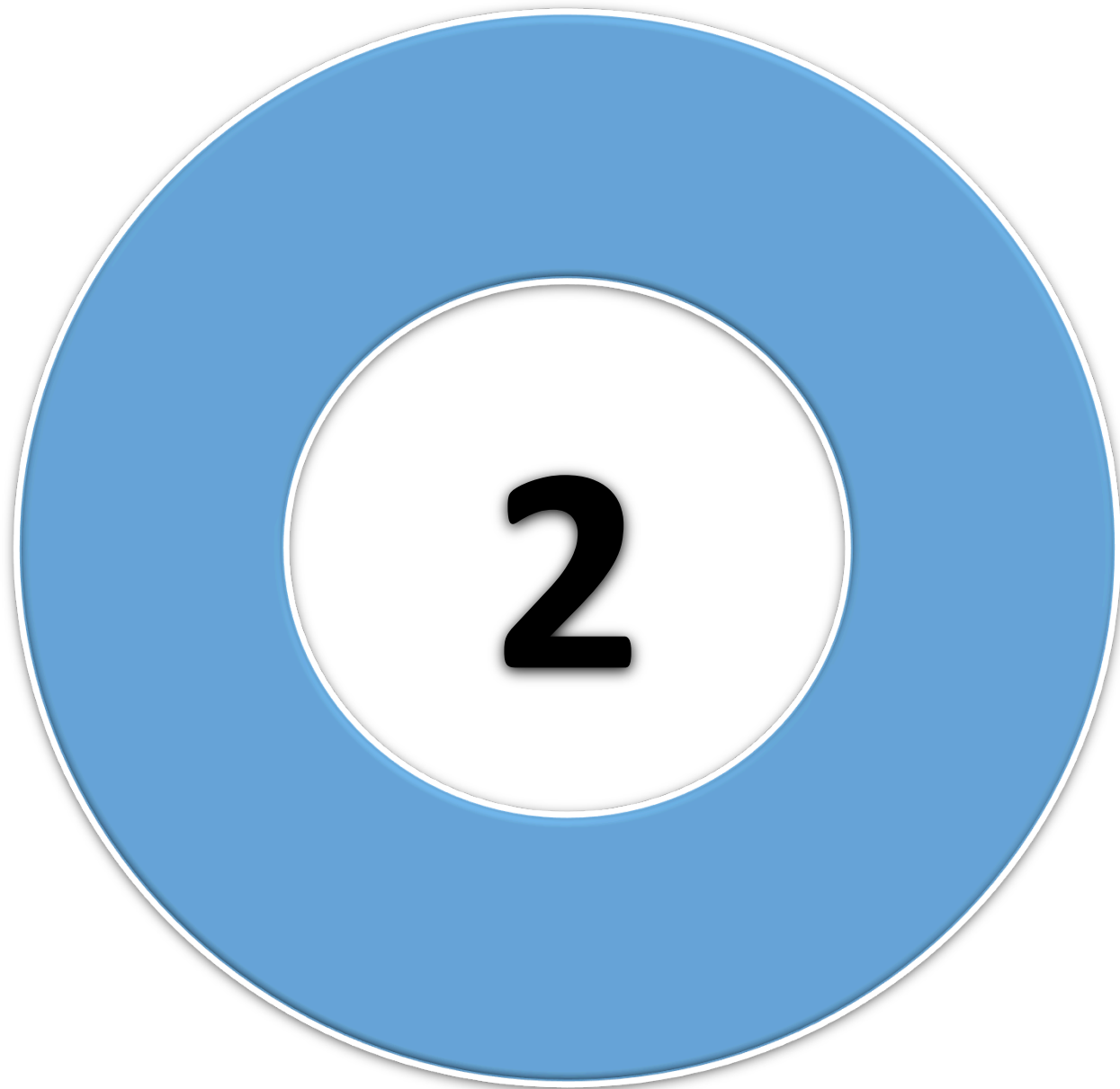
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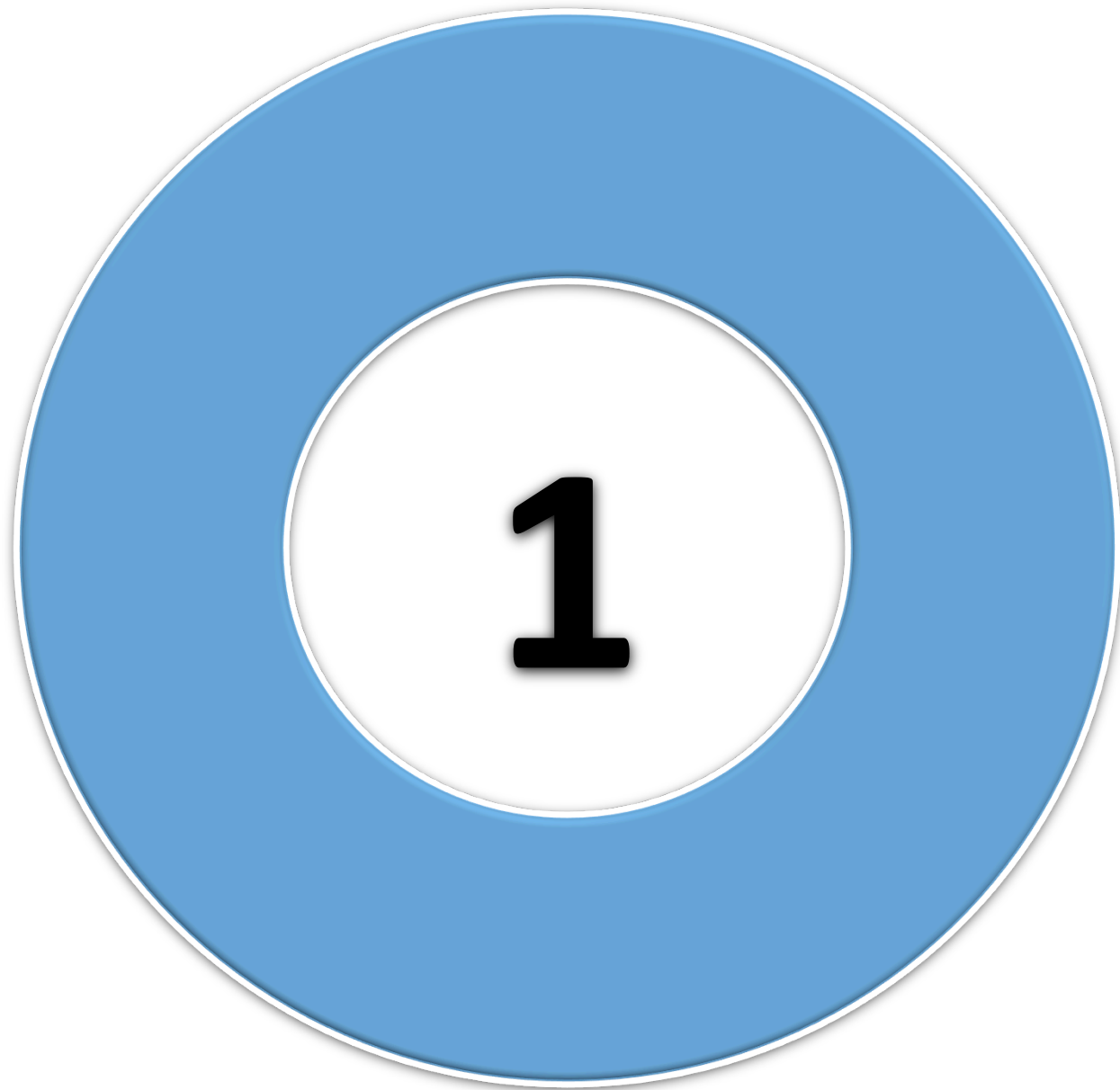
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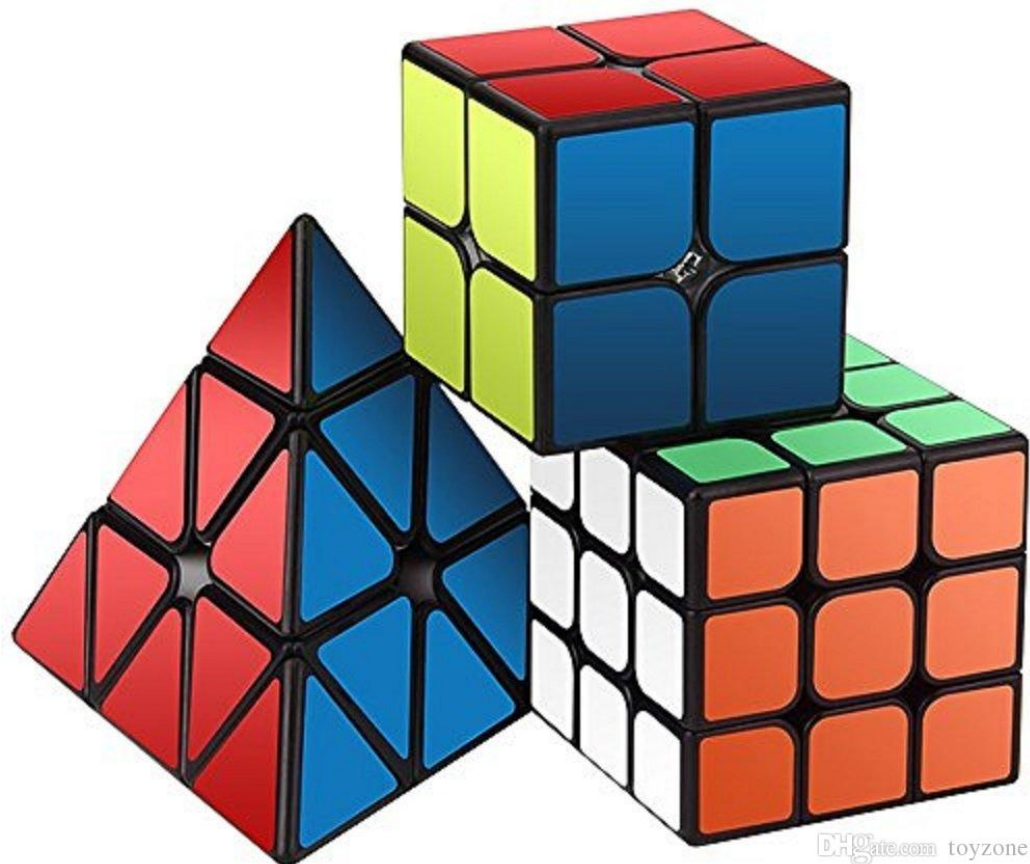




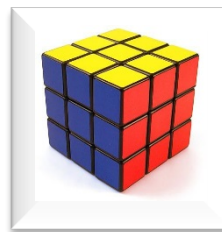








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CONCLUSION

Thank you!



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Director, PSPC Managers' Community Network

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