



April 8, 2010 Session Descriptions

100% Pure OD: Building a Holistic Approach for Workforce Competitive Advantage

SESSION I: "Consider it done!" vs. "It's not my job."

Employee Engagement / Alignment

We can all agree that we want ourselves and our co-workers to be 'Engaged' and 'Aligned.' That said, what exactly do we mean? Why do we want this and why are engagement and alignment important? How would we accomplish these things? Measure them? Realize 'real' business gains?

In this session, we will explore the meaning of these terms and implications for improving your key business metrics, including employee satisfaction, customer satisfaction and loyalty, revenue and profitability.

SESSION II: "It's 2010 – do you know where your future leaders are?"

Talent Pipeline / Succession Planning

Certainly your business is focused daily on selling goods and services – revenue and sales pipeline are King. Is there as sharp a focus on the people/talent resources necessary to deliver on those goods and services for the clients of 2012? 2016? Beyond? What is your strategy today to prepare? How are you executing that strategy?

Developing, preparing and positioning your talent today is key to avoiding crises tomorrow. Are you ready?

SESSION III: "We've worked so hard and invested so much in our younger generations, our hope for the future.

How do we keep them AND get them to want to stay?"

Generational Retention Strategies seen through an OD Lens

The American Workforce is beginning a massive transition as Baby Boomers begin to slowly retire. With roughly double the number of Boomers to Gen X/Yrs, and many currently in business leadership positions, a coming talent deficit looks inevitable. With less supply and more demand for leaders, the "War for Talent" will become more real than ever. Assuming that you have an eye on developing our younger and future leaders to fill the coming gap, what are you doing to protect your investments and keep your most high value and high potential people? How will you capture and transfer "lessons learned" from yesterday and today's leaders to tomorrow's leaders? How will you ensure that your leadership of tomorrow is strong and ready?

This session will focus on various strategies and tactics to retain the people you want, ranging from Career Development, Talent Management, Coaching and Mentoring, to creative compensation strategies, advancement opportunities and team development.

SESSION IV: "Who and where will we be in 3 to 5 years? I don't know who and where we will be in 3 months!"

Organizational Sustainability Strategies – Planning and Executing for Longevity

'Going Green' and 'Sustainability' is clearly more than an environmental trend. It is a cultural shift occurring in business. We are collectively thinking and behaving in ways that are more socially responsible for future generations, from recycling to community action. How is this influencing the way you think about taking actions that will position you to out-think, out-perform, out-innovate and out-last your competition?

We will explore this concept together to identify best and leading practices for being successful in the long-term, from people performance to financial and operational performance.