

# Leadership & Communications

September 20, 2022

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# Creating Value

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- Labor Shortages
- Recruitment & Retention Challenges
- Inflationary Pressures
- Aging Workforce
- Succession Planning
- Supply Chain Disruptions



# Shifting Workforce

**56**

**There are 56 million Millennials in the U.S. workforce; that's 1 in 3 workers.**

**75**

**By 2025, Millennials will make up 75% of the entire U.S. workforce.**

**21**

**21% of Millennial workers have switched jobs in the last 12 months.**

**46**

**46% of Millennials claim that flexibility and adaptability are the most critical business characteristics.**

Statista, September 2021

# Adaptive Leadership



“Adaptive leadership focuses primarily on how leaders help others do the work they need to do, in order to adapt to the challenges they face. Generally, adaptive leadership is concerned with how people change and adjust to new circumstances.”

Northouse, P. G. (2019) *Leadership: Theory and Practice* (8th ed.). Sage Publications, Inc.



# Change Leadership



John Kotter, *Leading Change*

# Landing Top Recruits

Only **33%** of the U.S. workforce is fully engaged at their current position.

Continually  
expand your  
networks



Recruit for  
long-term  
success, not  
just for the  
job



Cast your  
Company's  
Vision



Consider  
Cultural Fit



Do not settle  
for anything  
but the best

Engaged employees have **51% lower turnover** and  
**18% higher productivity**

# Critical Questions in Mentoring

1. Where are we going?
2. Where are you going?
3. What do you think you are doing well?
4. If you were your boss, what advice would you give?
5. How can I help you?
6. How can I be a more effective leader?





Questions?

**THANK YOU!**

