

#### **Leadership & Communications**

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## Creating Value

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



### **Shifting Workforce**

- There are 56 million Millennials in the U.S. workforce; that's 1 in 3 workers.
- 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% of Millennials claim that flexibility and adaptability are the most critical business characteristics.

#### 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 <a href="https://www.neople.com/how-peop

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

### Change Leadership

**Sense of Urgency** 

**Employee Empowerment** 

**Guiding Coalition** 

**Communications Plan** 

Vision/Strategy

John Kotter, *Leading Change* 

#### **Landing Top Recruits**

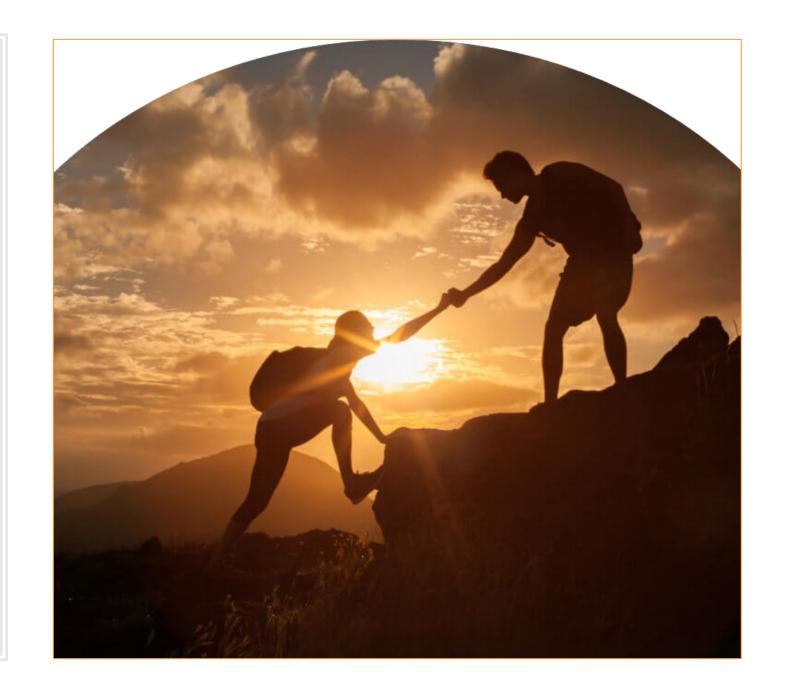
Only 33% of the U.S. workforce is fully engaged at their current position.



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!** 

