



# Emerging Futures: Managing & Connecting with a Changing Workforce

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**CFP Innovation, Execution & Growth**

**Consulting, Research & Training**

Organizational Agility

Behavioral Analysis

Fortune 100 Companies

Public Entities

Non-profits

Emerging Growth Companies

Imagination is more important than knowledge.  
For **knowledge** is limited, whereas  
**imagination** embraces the entire world,  
stimulating progress, giving birth to evolution.

**Albert Einstein**



# Let's Find Common Ground

**Two Key Forces Impacting  
Organizations**

Technological Change

Generational Change



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**The White Elephant  
in the Room!**

**Don't Like Change  
Boss Will Never Agree  
Bureaucracy  
Can't Get The Votes  
Risk of Job Loss**

## Technological Change

**Smart Phones 2007**



**Sleep in Strangers Bed 2008**



**Ride with Strangers 2010**



## Future of Technological Change

3D printed car in production



3D printed organs implanted in the body



# More Technological Change in the Next 20 Years Then Last 300 Years





# 4th Industrial Revolution

Autonomous Robots  
Cyber Security  
Augmented Reality  
Internet of Things  
Systems Integration  
Simulation  
Big Data  
Additive Manufacturing  
Cloud Computing



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# Boomers Leaving the Workforce

## Loss of Valuable Insights



# Generation X

## Views of Work/Life Balance

### Similar to Boomers



# Millennials Majority of the Workforce And Managers!



# Millennials & Generation Z Have Different Quality of Life & Quality of Work Demands



# We Have Challenges Ahead Without Clear Solutions



# Question

**What are the Other Challenges  
You are Experiencing?**



# Focus on Finding Solutions

Vision

Mission

Purpose/Values





# Which Mindset will Help our Organizations Find Solutions?

## Fixed Mindset



## Growth Mindset



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**The New Role for Leadership**

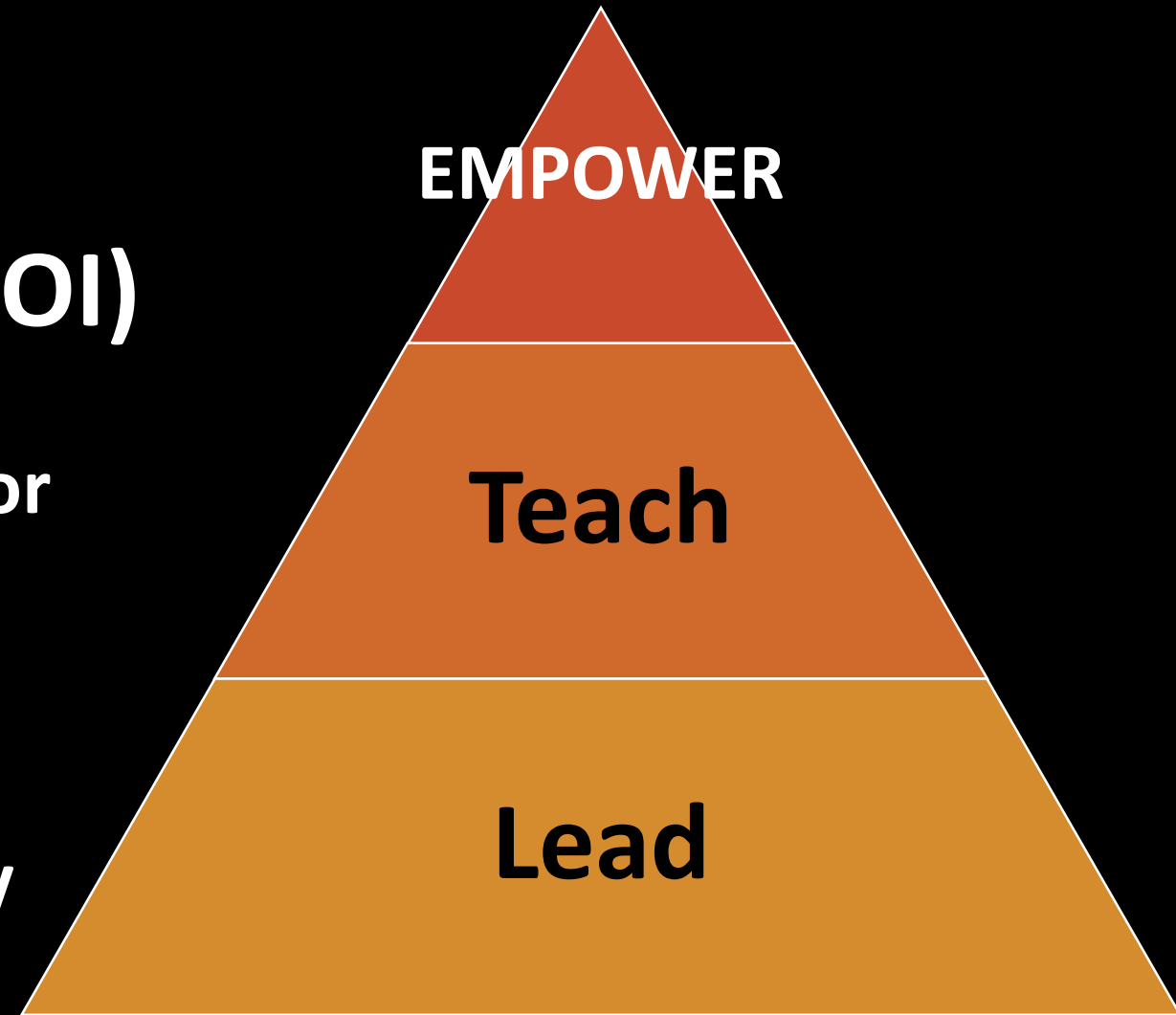
# **The New ROI**

## **Return on Intelligence (ROI)**

**#1 Shift from Expert to Facilitator**

**#2 Issue is People Development**

**#3 Issue is Organizational Agility**



**Leadership as a Service**

# 25 Key Competencies – High Performance

Problem Solving  
Project Management  
Conceptual Skills  
Resiliency  
Employee Development/Coaching  
Self-Starting  
Continuous Learning  
Teamwork  
Creativity & Innovation  
Time and Priority Management  
Planning & Organization  
Understanding Others



# 25 Key Competencies – High Performance

Appreciating Others  
Conceptual Thinking  
Conflict Management  
Continuous Learning  
Creativity & Innovation  
Customer Focus

Problem Solving  
Project Management  
Resiliency  
Self Starting  
Teamwork  
Time and Priority Management  
Understanding Others

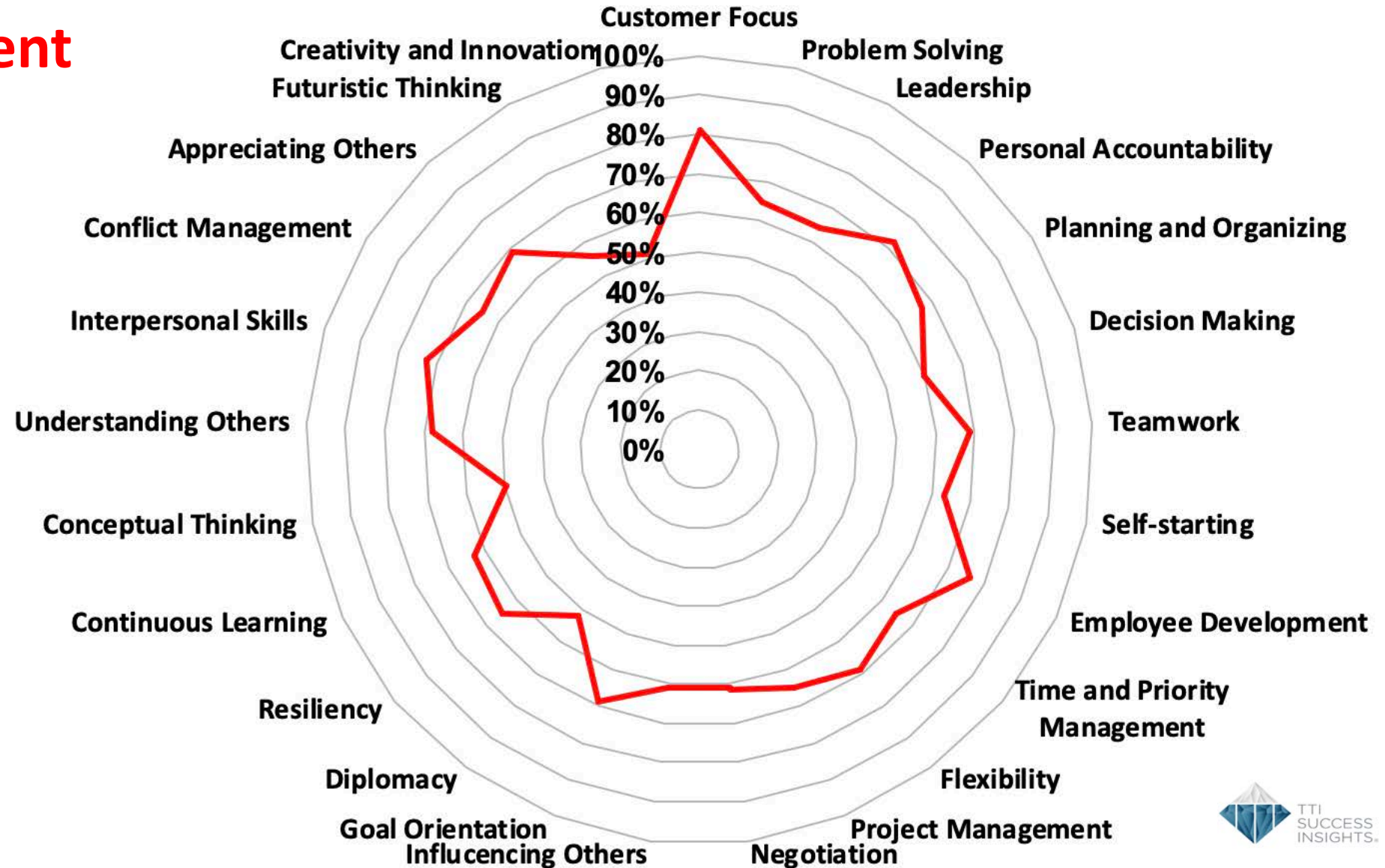
Decision Making  
Diplomacy  
Employee Development / Coaching  
Flexibility  
Futuristic Thinking  
Goal Orientation

Influencing Others  
Interpersonal Skills  
Leadership  
Negotiation  
Personal Accountability  
Planning & Organizing



# Workforce Capabilities Based on TTI Assessment

## Workforce Keys Skills Analysis TTI TriMetrix® DNA

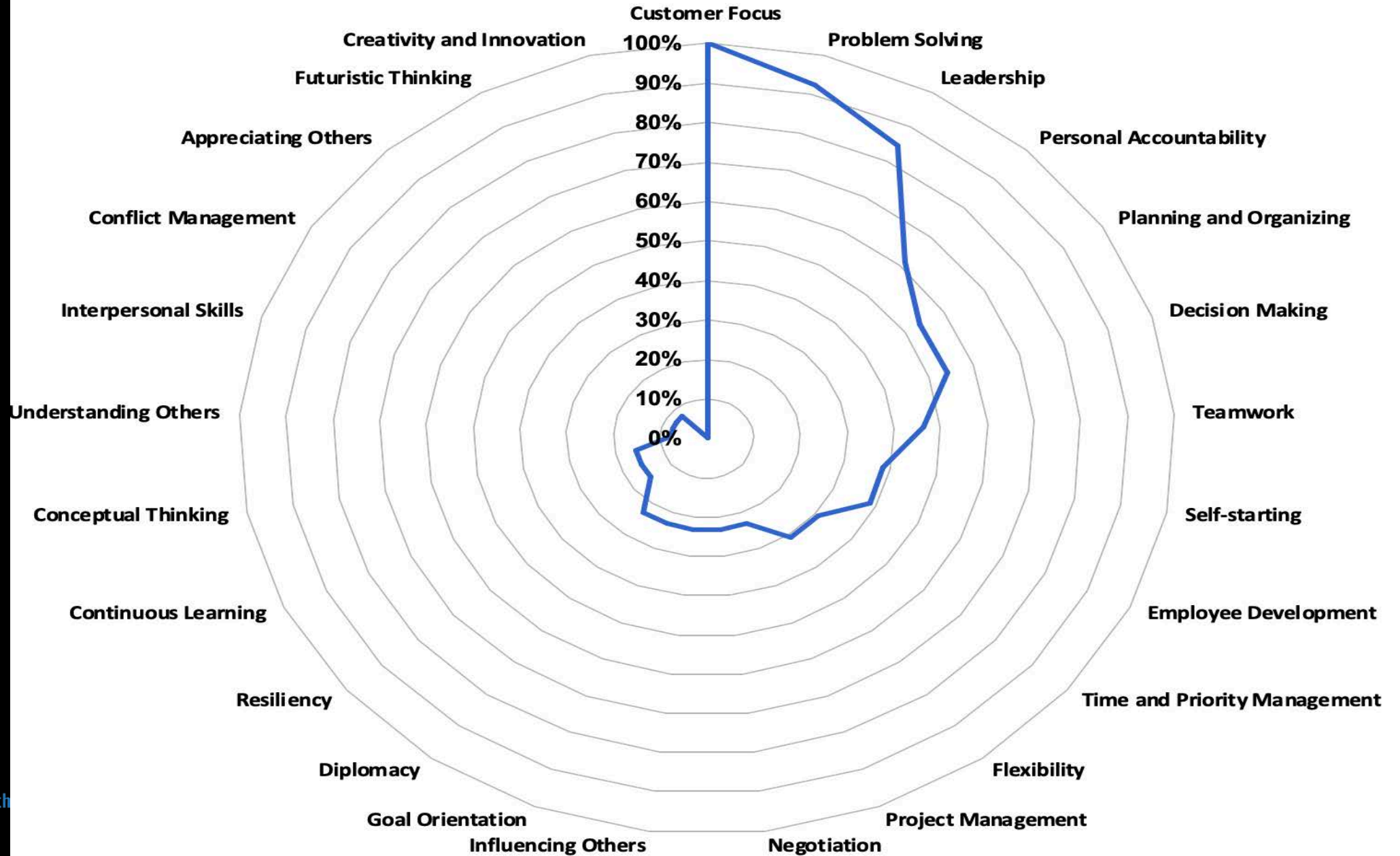


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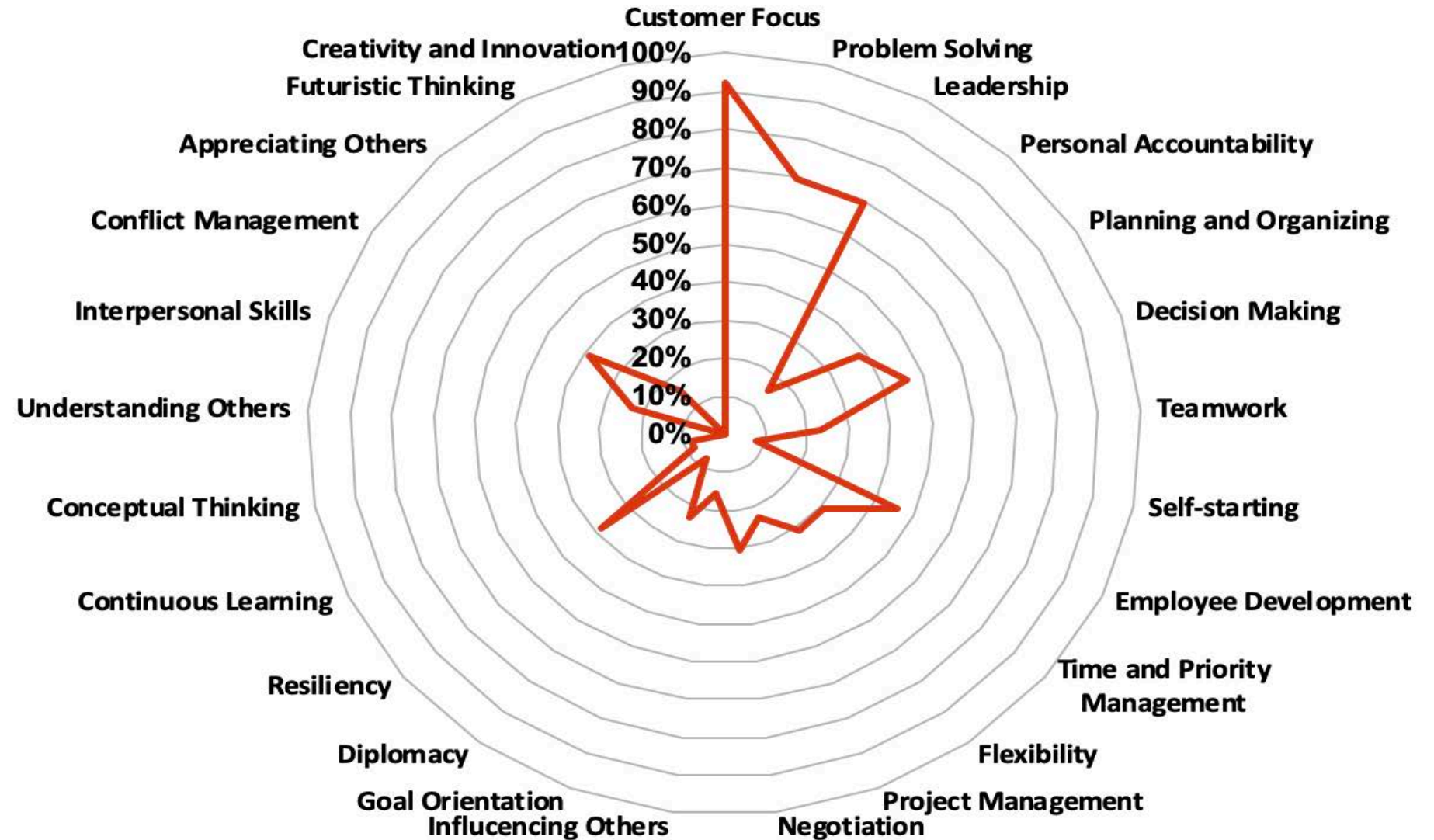
# Workforce Key Skills

## Plant Managers Perceptions

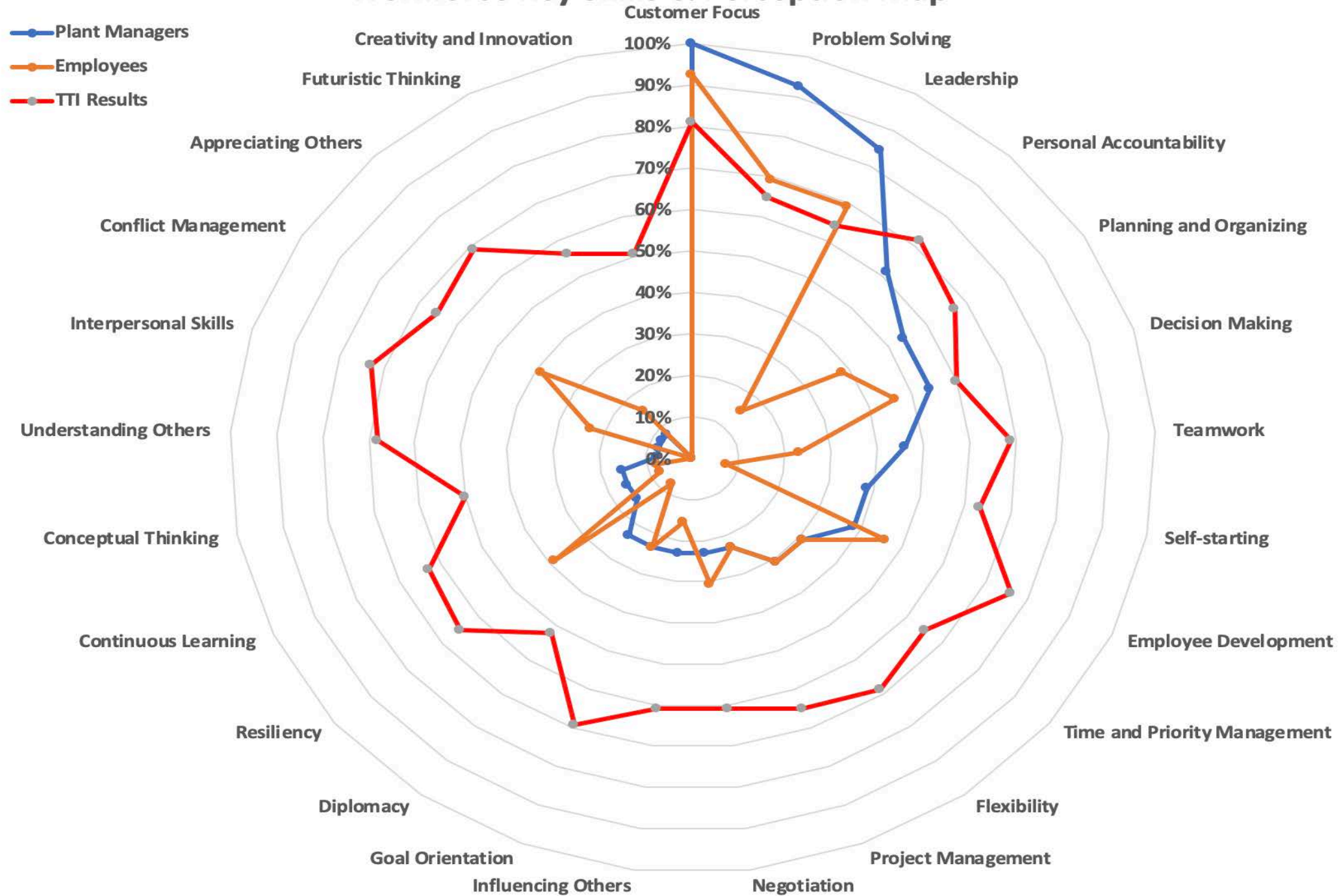




# Workforce Key Skills Employee Perception



# Workforce Key Skills & Perception Map





# Traditional Organizational Structure

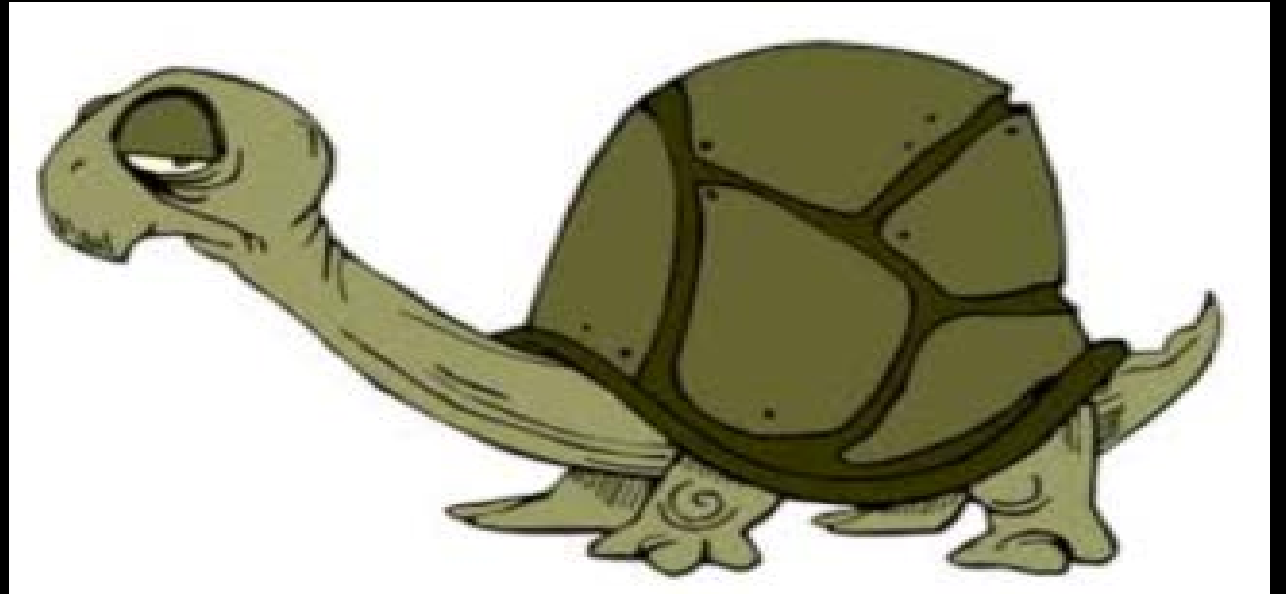
LEADERSHIP

Information

Decisions

ORGANIZATION

**TOO SLOW and Disempowering**



Getting the most of your workforce

# Employee Engagement



34% Engaged



47% Along for the Ride



13% Disengaged



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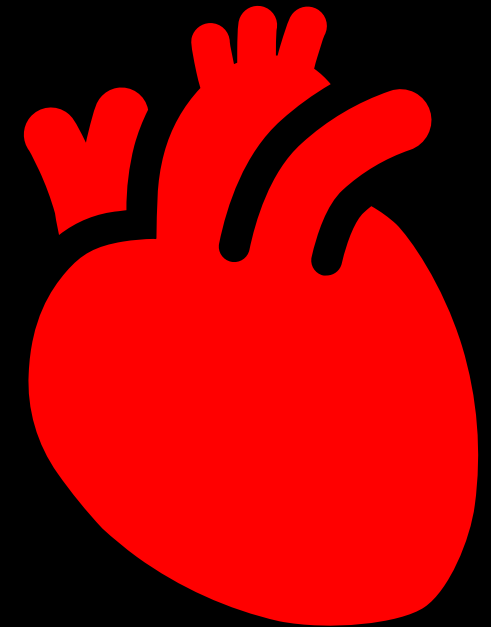
Source: Gallup 2018 Survey

# Employee Engagement

Capture the Head



And the Heart



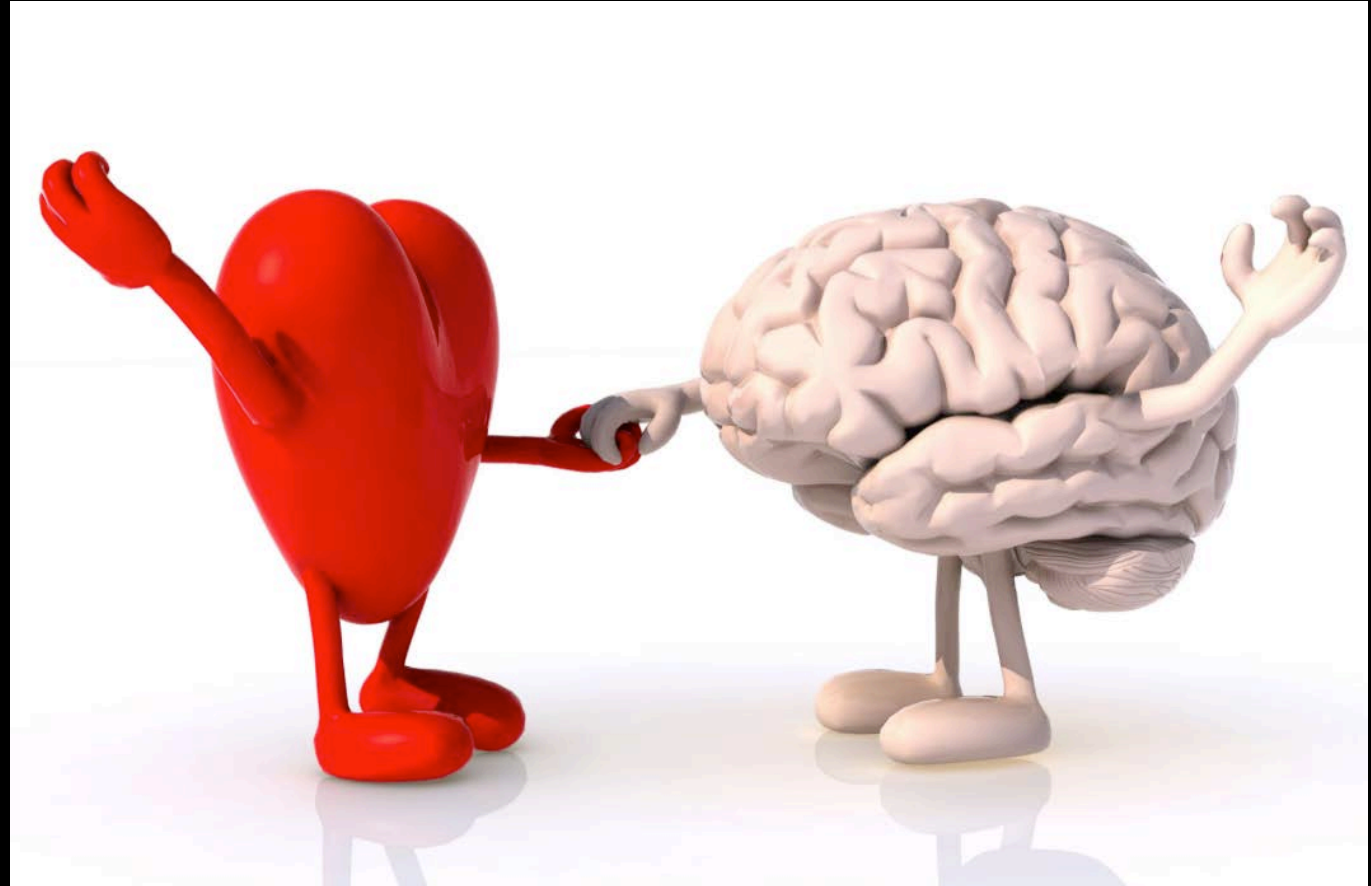
Unleash Intrinsic Motivation



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# The Research Indicates the Following

**Purpose Driven**  
**Master Skills**  
**Self-Directed**



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# Ways to Engage the Workforce

Ask Them

Create Clear Line of Sight

Create Cross Functional Teams

Leadership As a Service



## Final Thoughts ...

Economic Prosperity is based on the rate at which a society solves the problems of the citizens.

So, how many diverse problem solvers does your community have assigned to actively participate in problem solving?

Source: Unknown



Thank you for the opportunity!

# QUESTIONS?



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