People: Your Most Valuable Asset

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Our changing landscape

- Multi-generational Workforce
- Language and Culture
- Technology
- Customer Demands

Language and Culture

Customer Demands

Technology
Multi-generational Factors
Technology - Then
Technology - Now
Language and Culture
Customer Demands
What do employers need from employees?

- Problem Solving
- Manage Projects
- Team Work
- Initiative
- Flexibility
- How to Learn

How do you acquire these skills?
What’s your employer brand?
Finding the ‘right’ employee

- Determine the key competencies for the job
- Develop behavioral based interview questions
- Use peer-to-peer hiring
- Make it an audition
What can you do?

• Develop strong on-the-job training and learning resources

• Reward for learning and development

• Develop partnerships with local colleges & universities, trade organizations, and local SHRM chapters