

The EVOLVING Employment Model!

Managing Our Career in this Constantly Changing Economy!

Prepared for:



Presented by:

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Navigating to Your Success

About Paul

- ▶ Certified Career Coach & Author
- ▶ 20+ years experience coaching
- ▶ 9 years in post secondary education career services roles
- ▶ More than 3000 people mentored and coached
- ▶ Conducted more than 500 work search seminars, presentations and workshops
- ▶ Been thru 3 job searches of 18 months or longer in my career
- ▶ Assisted more than 40 Supply/Logistics professionals in the past 4 years



The EVOLVING Employment Model!

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- Work/Business Trends
 - Employment Trends
 - Employee Strategies
 - Work Seeker Strategies

A conversation focused on your views!

To start your thoughts -

What employment trends are you observing in business and work today?



What I observe:

1. The Great Resignation
a.k.a. The Great Shuffle, ... Renegotiation, ... Resurgence
1. Disrupters are bigger and more frequent
2. The divide between have's and have not's
3. Flexible staffing/Hybrid work/Hybrid workday
4. Diversity/Equity/Inclusion
5. Supply Chain Risk Mitigation
6. Consumer behavior changes
7. Inflation! More frequent recessions
8. The Innovation Race
9. Sustainability & Impacts of climate change

What I observe employees want:

1. Gig Economy is growing ... FAST and BIG
2. Work/Life Balance
 - Possibly 4-Day work week!?
 - Mandatory Mental Health Days
 - Better support for parents (flexibility)
3. Sense of meaning and value of work to society
4. Resilience & Adaptability
5. Learning New Skills
6. Work Search vs. Job Search

Editor's @PureWow posted
to Yahoo Finance

What I observe employers say:

1. Workplace/Employee Health & Safety
2. Boss – “How do I keep my job?”
3. Management is struggling with Employee Engagement, Co. culture and managing WFH employees
4. Increased/improved crisis communications
5. Managing the risks of concurrent or serial business disruptions
6. Flexibility and resiliency in Staffing for business continuity
7. Finding staff that will stay – flexible work options
8. Impact of head count on the bottom line
9. Impact of the ACA on Benefits
10. It's not personal. It's **business**.

General strategies for success:



1. Observe Workplace from Boss' perspective

Who is succeeding on their job and brings value?

Who is challenged?



2. Find a Mentor/Be a Mentor

An unbiased leader you can trust
Outside your mgt chain

A new or junior employee



3. Ask questions

Don't make demands

Clarify your tasks/boss' expectations

Ask for feedback

Your strategies for success:

4. Be Accessible and Available

- Be the first to respond when contacted
- Reply by voice - phone or video
- Speak your input - always keep it positive
- **Set scheduled communications and expectations** by managing up, down, & horizontally along the leadership chain
- Reach out to other team members regularly

Your strategies for success:

4. Be Accessible and Available

- Ask to meet other department heads
- Actively network internally and externally
- Reach out to 5 internal people every Monday to chat
- Reach out to 5 external people every Monday to chat
- Keep up the positive attitude and social niceties/SMILE
- Be motivated and motivational

Your strategies for success:

Lead	Lead by example Do what is asked, nothing is beneath you
Celebrate	Celebrate other's success
Know	Know your place, stay in your lane Others you lead may know more than you
Be	Be "seen" in the workplace

Be a Consulting Employee

How does a consultant approach their employment?

- ✓ **Find challenges/Solve Problems**
- ✓ Show innovation
- ✓ Look for your next project, always
- ✓ Bring new skills
- ✓ Be an active member of associations - industry, professional, alumni, business
 - ✓ Current knowledge/free training
 - ✓ New networking options
 - ✓ Relationship building and sustaining



Be a Consulting Employee (pt. 2)



Adept at re-inventing oneself

Change the way you talk about yourself

Emphasize the skills you do have

Speak in the new industry/field's jargon



Improve your interpersonal skills

Communicate effectively/public speaking

Learn to understand body language

Treat everyone as a customer



Develop Sales Skills

Seek Boos' wants and needs

Learn to share your value

Use the Trial Close often

Be a Consulting Employee (pt. 3)



Control your emotions

keep an even keel
It's not about you, It's business



Find the positive in all things job related



Develop sales skills



Become a work search expert

**Control your future –
Manage your job & career**



The only constant is *CHANGE*



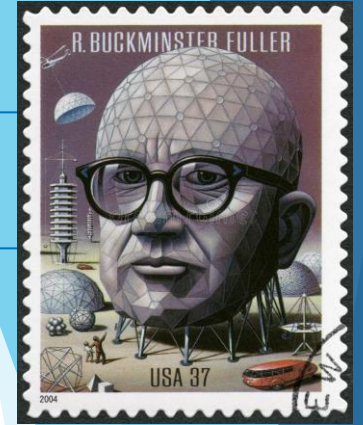
“There are those that look at things the way they are and ask why. I dream of things that never were and ask why not?”

Robert Kennedy

- **Look for the coming trends**
- **Be the change agent that brings value**
- **Learn to enjoy change and live into it**

Wisdom from R. Buckminster Fuller

“You *never* change things **by fighting** the existing reality.
TO CHANGE SOMETHING, **build a new model** that makes the **EXISTING** model **OBSELETE.**”



Job Seeker Groups I Facilitate

The Yo Jo Club: Every other Friday, 1pm for Job Seekers under 30 years old, strategic peer support

OUTstanding Careers Group: 1st and 3rd Thurs of month, 5pm, strategic peer support for the LGBTQ+ community

Executives In Job Transition: 3rd Monday of month, 10am, mid-career professionals, strategic peer support

Professional Support Group of Morris County (PSGMC): Weekly on Wednesday, 9:30am, all welcome, speaker programs



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To purchase my book!
Go to: www.amazon.com

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THANK YOU!