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| **SESSION** | **W6 – Reimagining Management Style**May 5, 2021 |
| DESCRIPTION | Management styles have continuously changed as society and workplaces have evolved. But with this coming generational shift that will dramatically change the dynamics between employer and employee based on changing expectations, it’s even more important to be adaptable and responsive. This session will discuss what management styles should be retired or refined and what new techniques should be used to promote a thriving workforce. |
| **LEARNING OBJECTIVES** | 1. Strategies to recruit, retain and develop talent at your company
2. How to be an adaptive and responsive leader
3. A plan for implementing new leadership styles in your organization
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| **PANELIST POINTS** |
| **BARRY DILLARD****WALT DISNEY WORLD RESORT** | 1. In order to build inclusive work spaces, we need to look in non-traditional areas
2. Sources of talent are all around us if we look for them. Utilize internal networks, explore HBCU’s and former military.
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| **DOUG PARDO****TALENTISM** | 1. "New Talent" and "New Capital" are focused on fit and compatibility across a more robust set of criteria. Today, weight is being increasingly placed on the importance of alignment with meaning, purpose, values, and other intangibles. When and where there's a fit across those dimensions, people and capital will "follow" the "lead".
2. “Inspiration" and "happiness" is increasingly happening because people receive clarity from their senior team members across the dimensions of leadership, management and culture. Clarity promotes shared understanding and alignment and further ensures people can act with autonomy and avoid micromanagement in contrast to the traditional "command and control" modes that are increasingly being jettisoned in many of today's most innovative companies and industries.
3. Be clear on your vision. Start with yourself. Do you see it clearly? Do you believe it? Do you find purpose and meaning in the vision? In this case, first establish the vision for "excellent" knowledge transfer and transition. If it's not clear to you as leaders, then there's no reason why you can expect it to be clear to others. If that vision isn't clear, there's little to no reason why you should expect people to identify the right goals to bring the opaque vision to life. From there it's about finding, training, and retaining the right people for whom the knowledge will be transferred
4. Regardless of the vision or goals, constantly pursue shared awareness, understanding, and alignment. It's important to accept that as a core responsibility as a leader. No one leader does all of the above well across the leadership, management, and culture dimensions, but they are responsible for bringing a high degree of personal self-awareness and humility that will allow for building a leadership team that can achieve it together.
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| **MARQUES TORBERT****5TH CENTURY PARTNERS** | 1. The days of expecting employees to simply work for a paycheck are over. Employees are more determined than ever to not only find the right managers/leaders but to find the right company that encompasses their core values and instills a sense of purpose.  Employers should reassess their recruitment, retention, and develop strategies accordingly.
2. Look outward to examples of other industries, companies, and leaders that have made progress in managing through similar transitions. The answers are not always found in your own backyard.
3. There is a need for corporate employers/stakeholders within the workers’ compensation industry to commit meaningful resources and energy to develop organizations and initiatives that will enhance recruiting, impact leadership, and drive change within the industry.
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| **SUE MELLODY****LIBERTY MUTUAL** | 1. As we build new leaders of the future – Servant leadership is a critical need for our future workforce
2. Building upon servant leadership, employees aspire to find meaning, purpose and accomplishment in their work.  As leaders we should facilitate that aspiration for our teams.
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| **CREATING A PLAN TO-DO’S** |
| **Within the next week** | 1.
2.
3.
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| **Within the next month** | 1.
2.
3.
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| **Within the next six months** | 1.
2.
3.
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| **NOTES** |
| **Things to Remember** |  |