

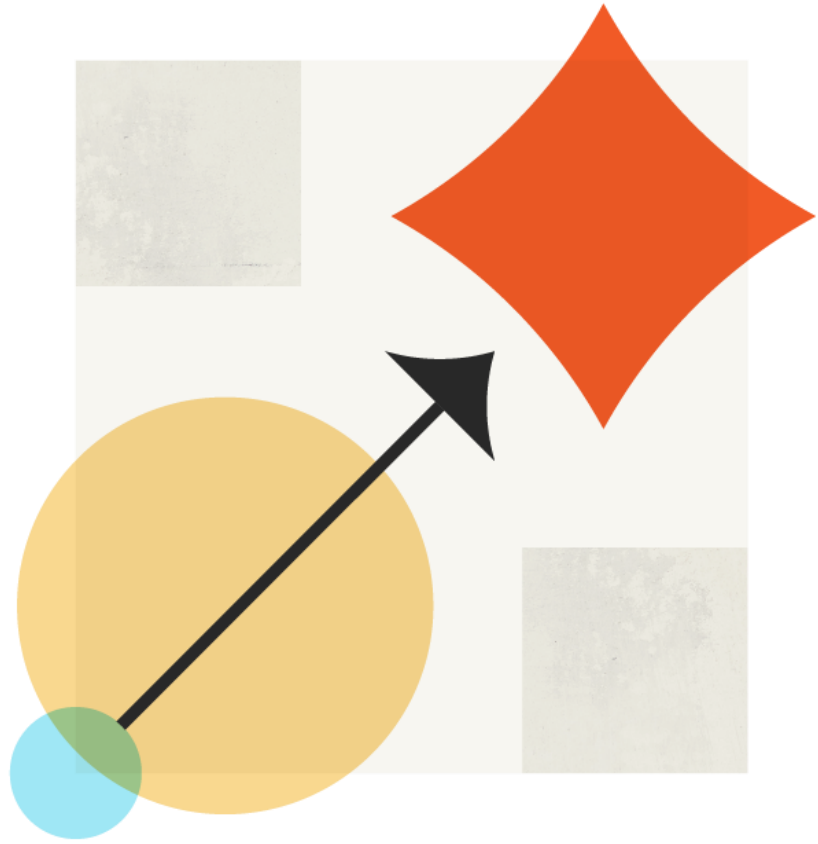
Mineral™

# Employee Development as a Talent Magnet

Presented by Steven T. Hunt, Ph. D.

May 11, 2023





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- Please participate in our poll + post-webinar survey.
- Use the Q&A feature to ask the presenter questions.
- Use the chat feature to talk to your fellow attendees.

# Our Speaker

Steven T. Hunt, Ph. D.

Chief Expert, Work & Technology  
SAP North American Innovation Office  
Executive Advisor Team



# Employee Development as a Talent Magnet

Using Development to Attract & Engage Talent

Steven T. Hunt, Ph.D, Chief Expert Work & Technology  
SAP Innovation Office

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**STEVEN T HUNT, PH. D.**

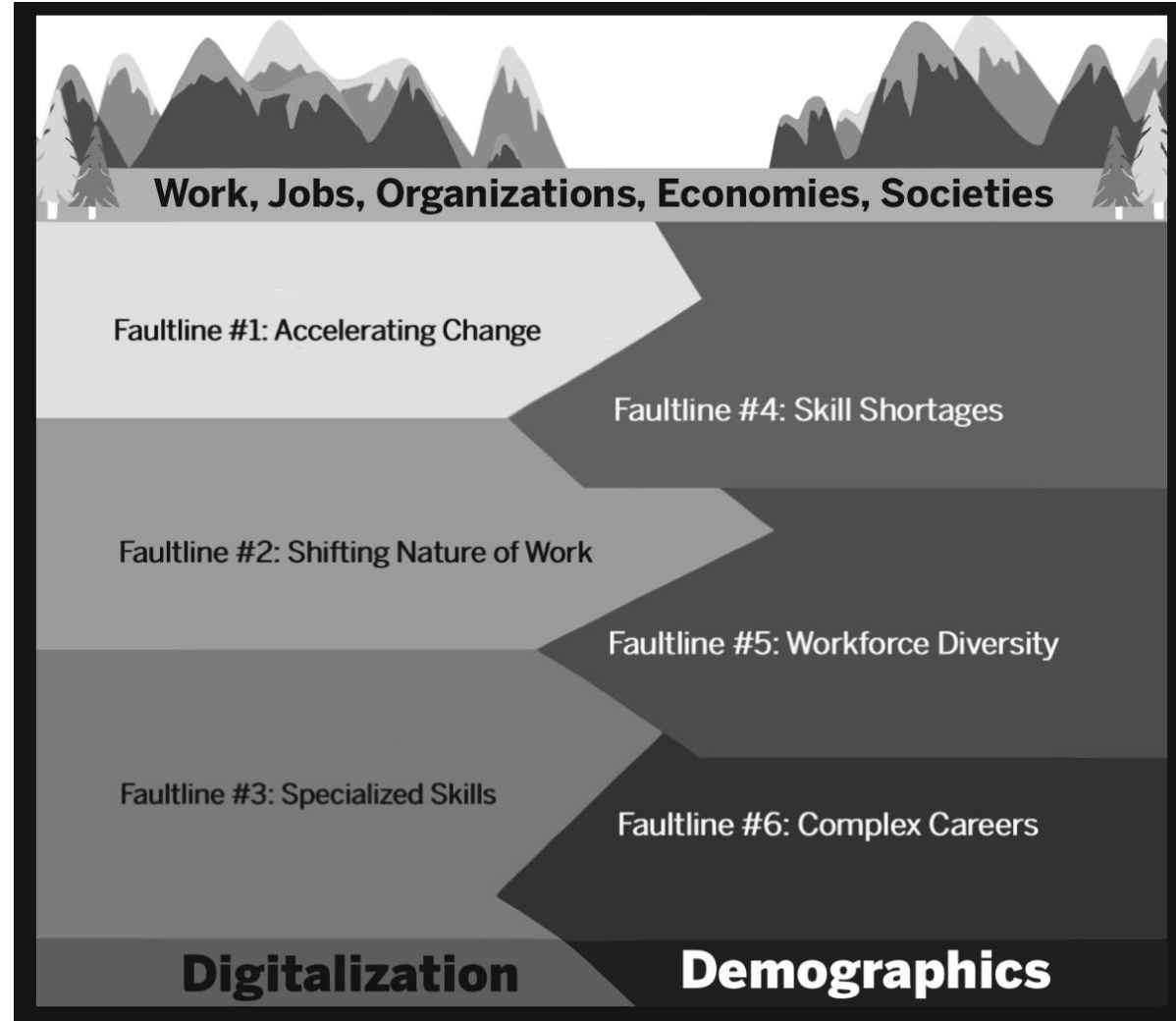
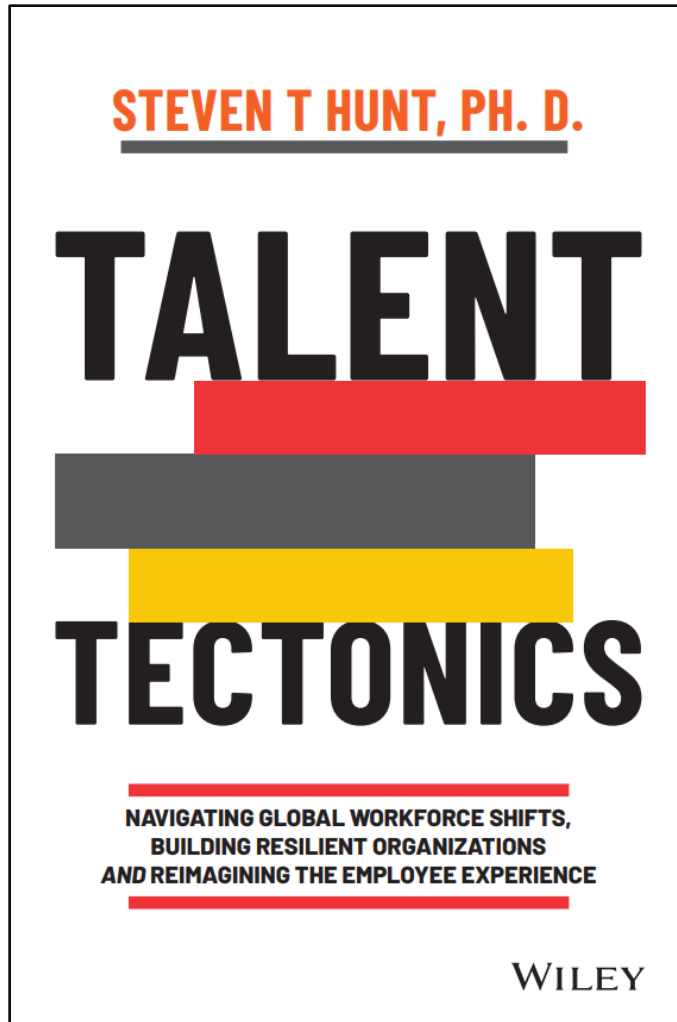
**TALENT**

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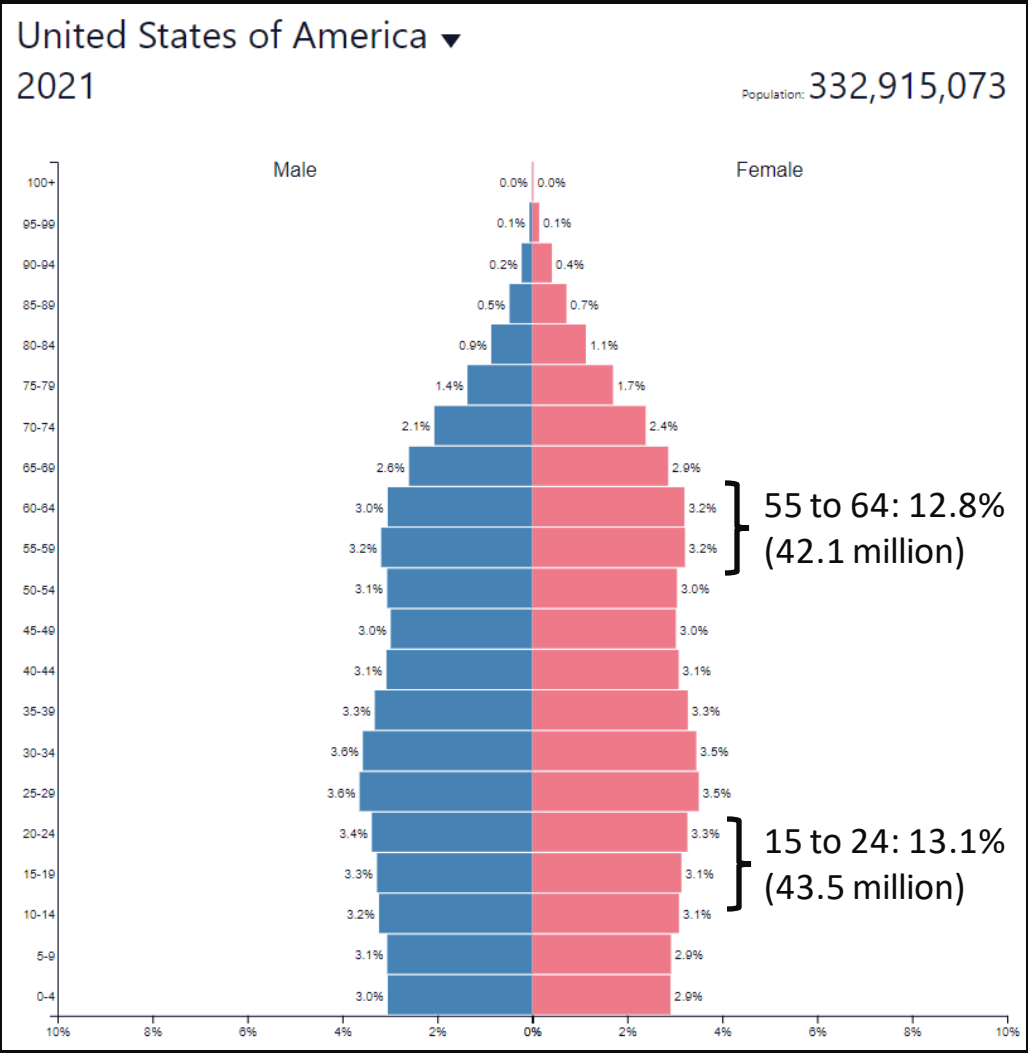
**NAVIGATING GLOBAL WORKFORCE SHIFTS,  
BUILDING RESILIENT ORGANIZATIONS  
AND REIMAGINING THE EMPLOYEE EXPERIENCE**

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# Two fundamental forces are changing the nature of work



# Understanding current labor shortages using overly simplistic labor economics\*



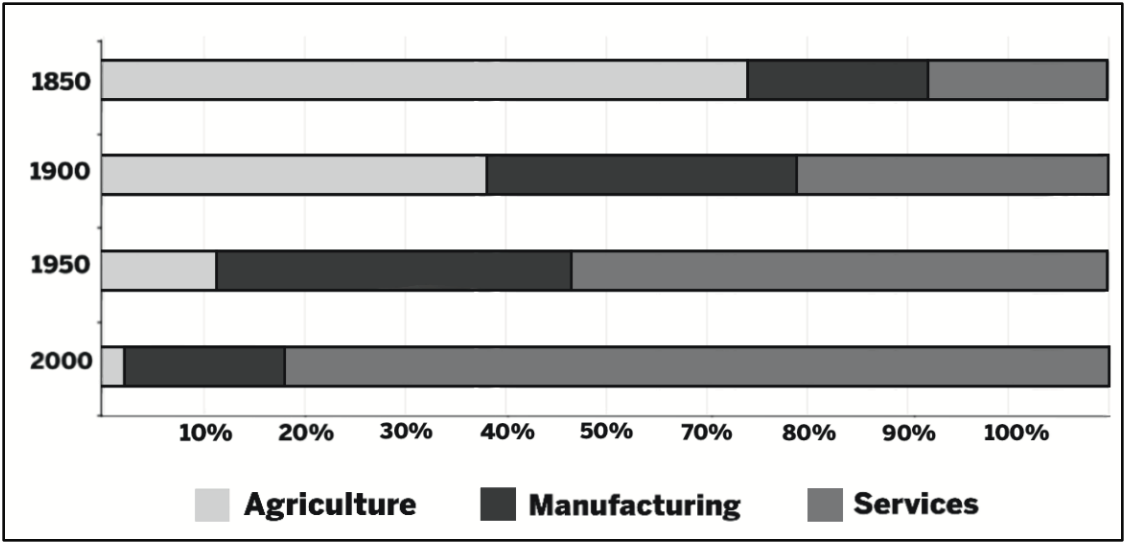
Projected growth of jobs in the US 2020-2030: **11.9 million** (BLS)

43.5 million – 42.1 million = **1.4 million** more people in *potential* labor force

11.9 million – 1.4 million = **10.5 million** net shortage of people to fill jobs

\*In reality, an enormous range of variables influence labor markets, but the trend is clear: Fewer people in society = fewer people to fill jobs.

# Digitalization does not eliminate work; it changes the purpose of work



How the US Labor Force Has Changed

**“Work is becoming physically easier but psychologically more difficult”**  
– Talent Tectonics



Growing food



Making things

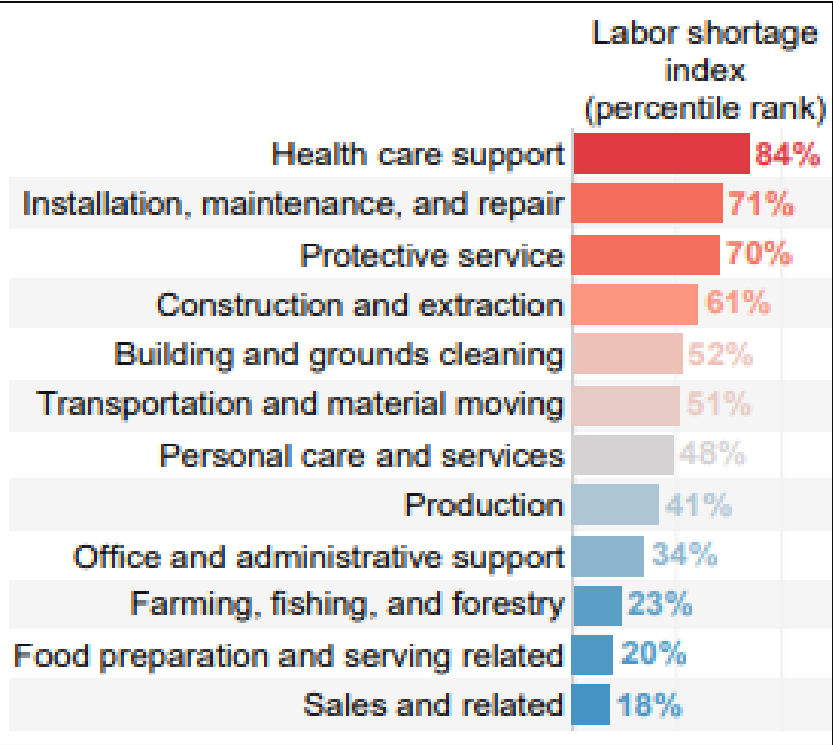


Exceeding expectations

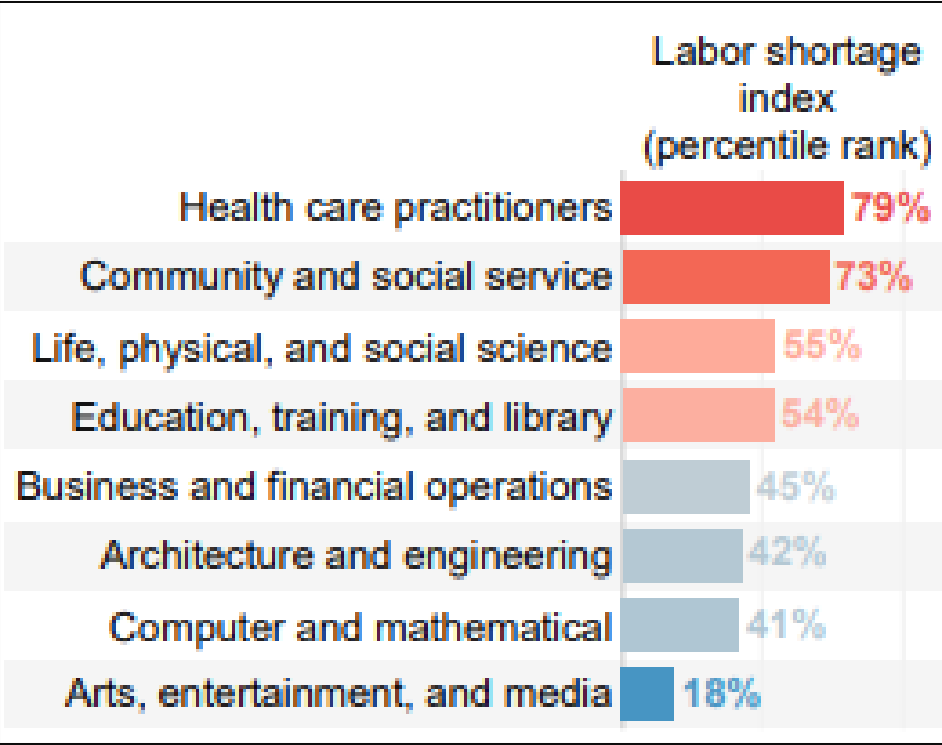


# Skill Shortages reflect the collision of digitalization & demographics

Historically Non College Educated Occupations

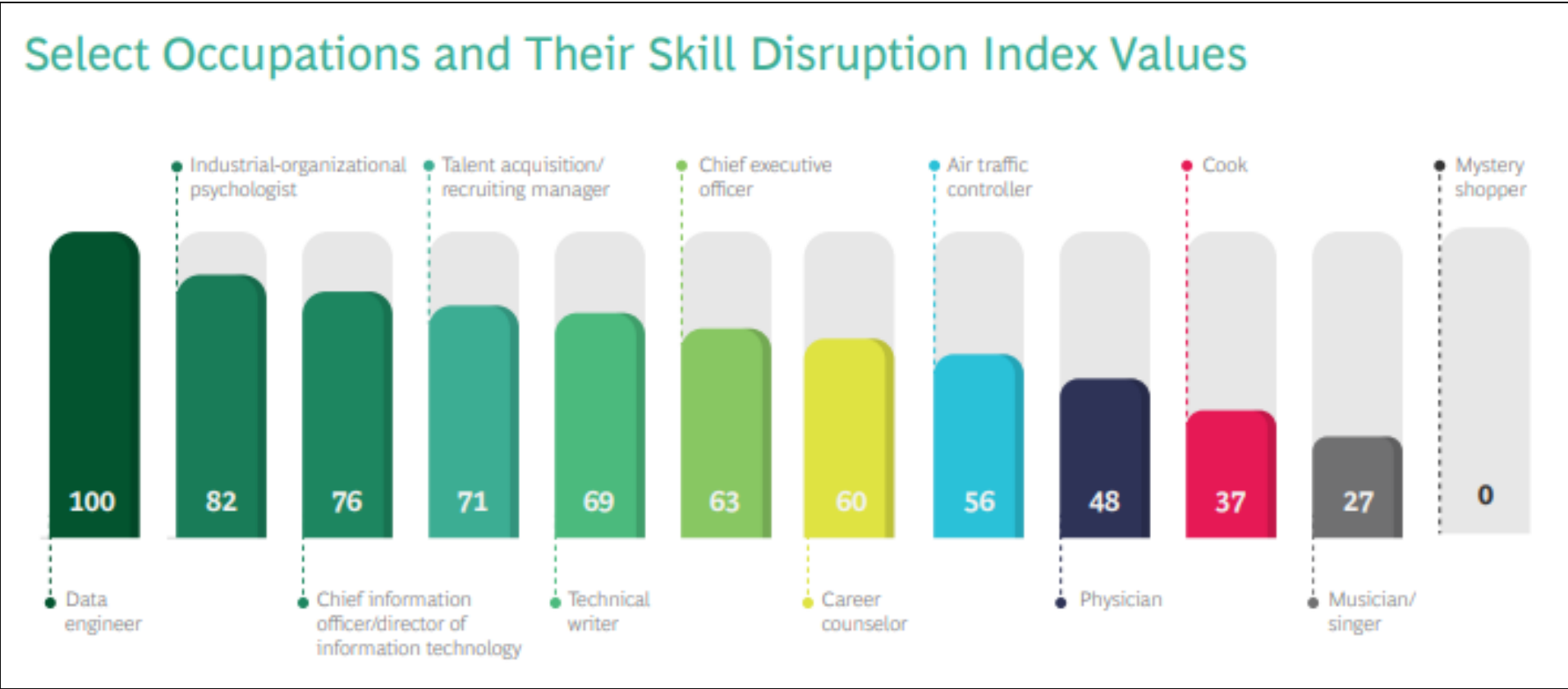


Historically College Educated Occupations



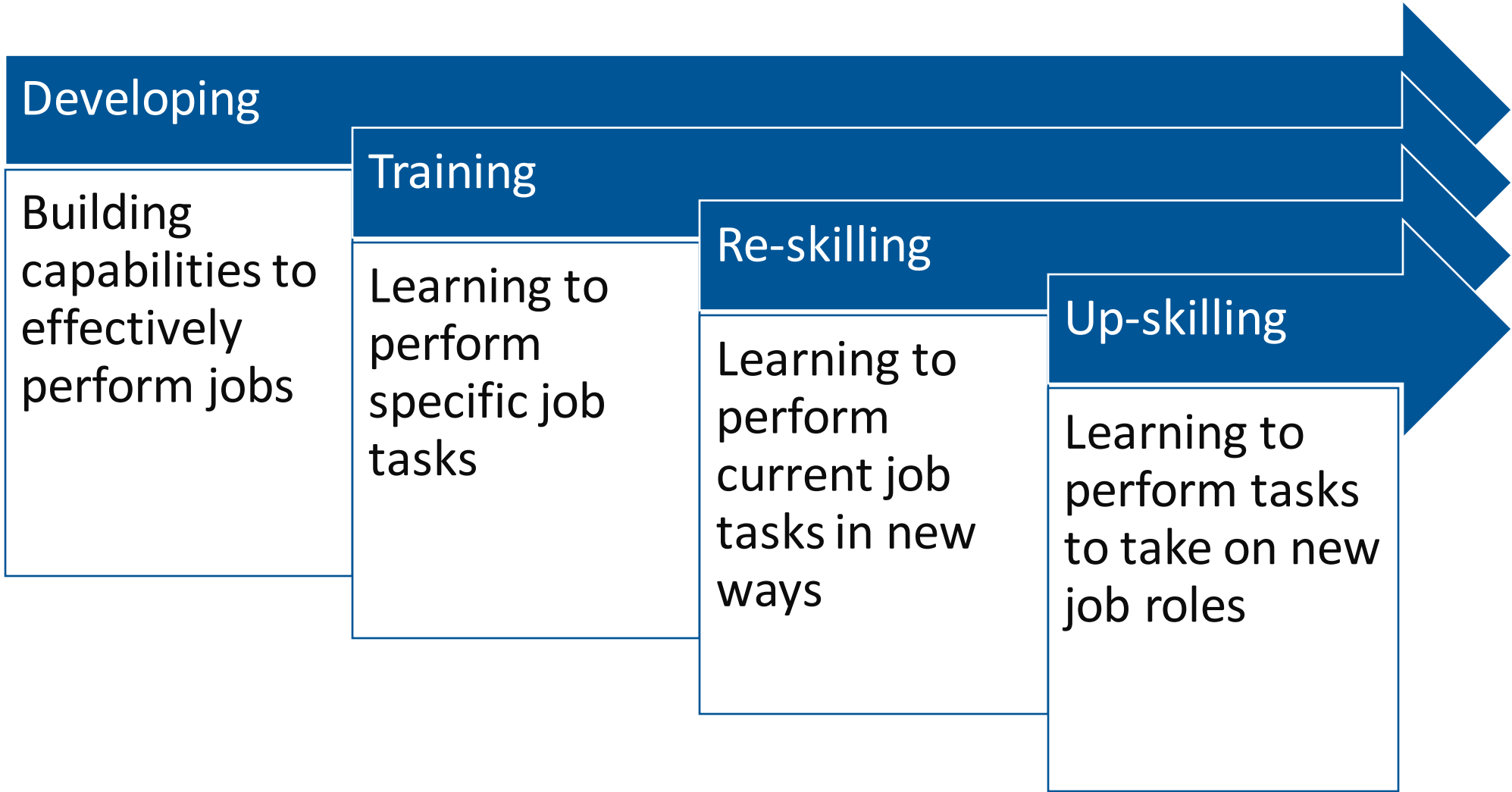
# of Unfilled Jobs = f(Future Job Growth, Current Employee Population, Future Labor Market Supply)

# How we perform existing jobs is changing, often in a very short time frame



“37% of the top 20 skills for US jobs have changed since 2016. 22% are entirely new”

# Developing vs Training vs Reskilling vs Upskilling



# Let's Chat

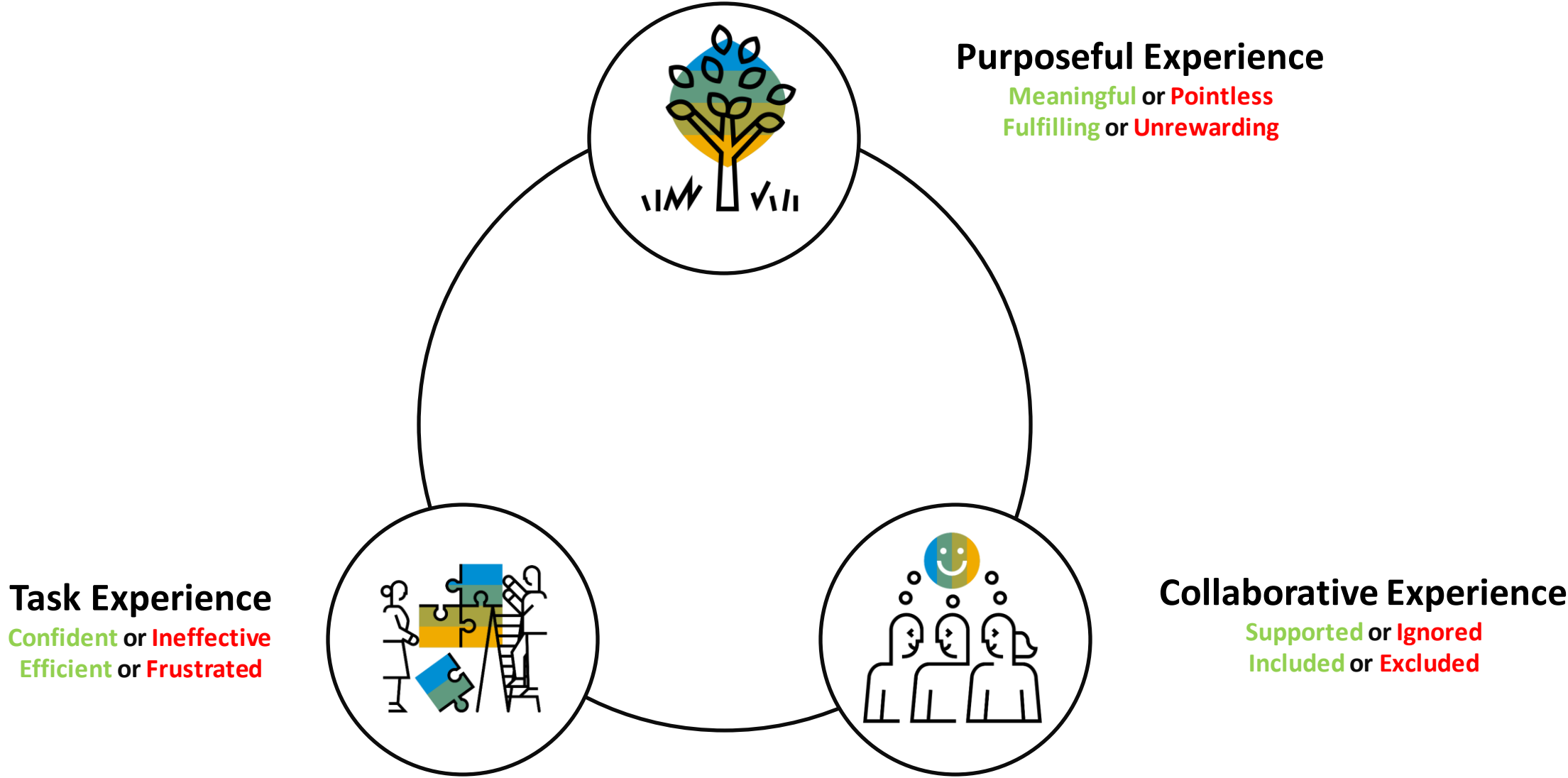
What are some of the skills your company is trying to develop in its workforce?



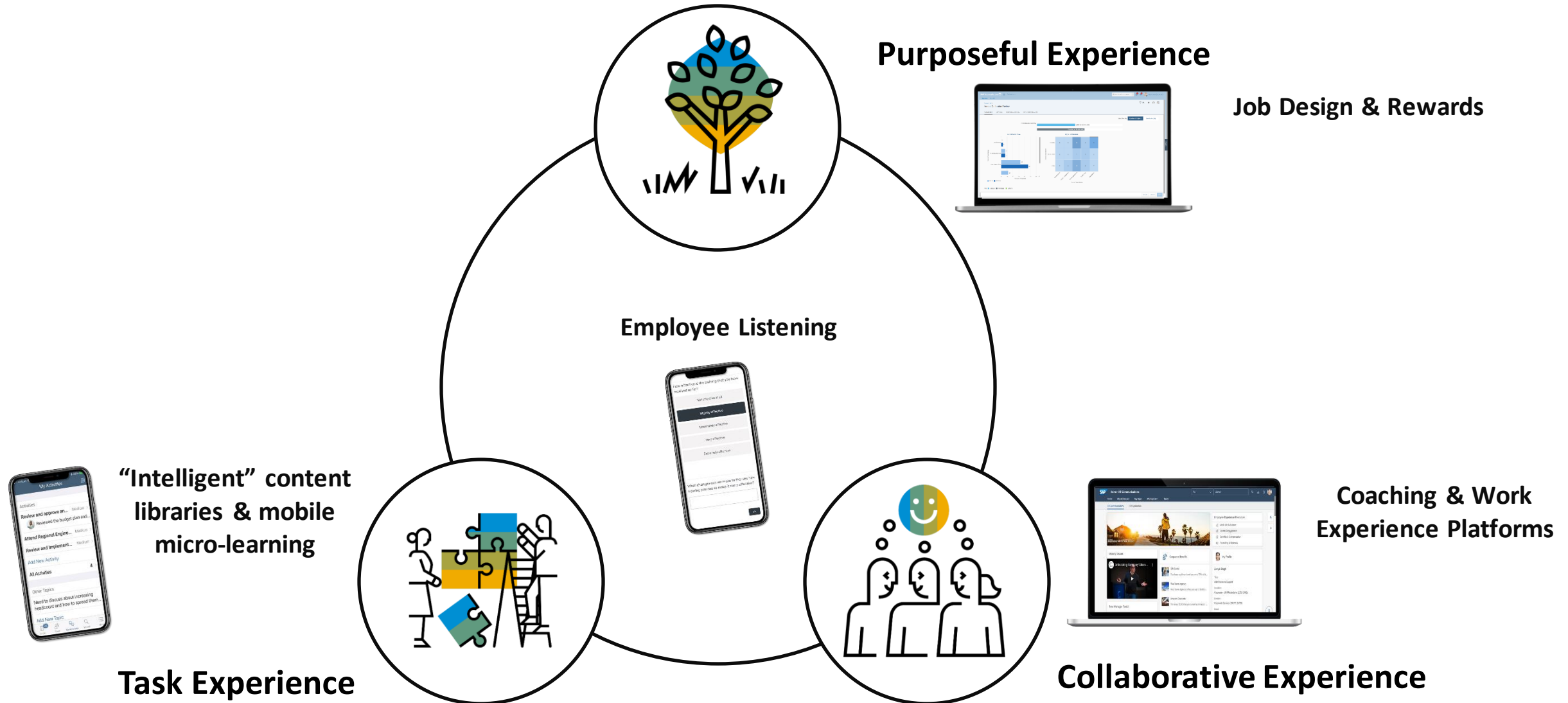
People are born with the ability and desire to learn.  
But we teach them to be productive.



We cannot control all the changes employees experience,  
but we can impact how employees experience change



# How technology shapes the experience of learning





**Why is employee training like rain?**



LONDON, UK, September 6, 2018

## Gartner Says Only 20 Percent of Employees Have The Skills Needed For Both Their Current Role And Their Future Career

Key Issues Facing HR Leaders Being Discussed at Gartner's HRmagazineUK in London



## Research: Employees fear becoming obsolete due to outdated skillsets

03 Jun 2020

Sharon Williams

Almost half of office workers from around the world are concerned they will lose their jobs within five years due to an outdated skill set, new research has found.

Robotics Process Automation (RPA) software company, UiPath, found that due to this concern 66% of respondents wish the company offered opportunities to acquire new skills (reskilling), while 83% say they wish their employer gave them more opportunities to enhance their current skills (upskilling).

SHARE

How effective is the training that you have received so far?

Not effective at all

Slightly effective

Moderately effective

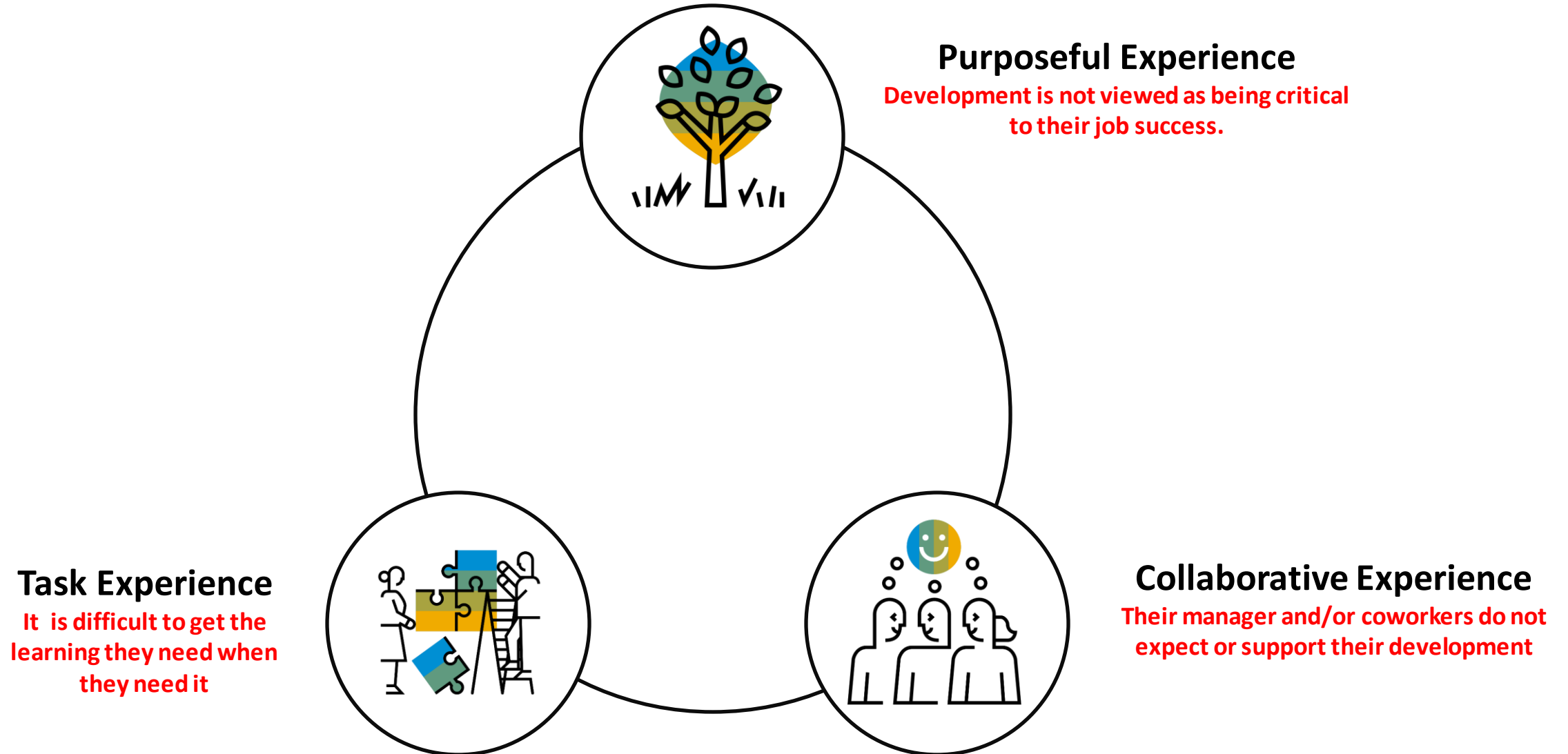
Very effective

Extremely effective

What changes can we make to the new hire training process to make it more effective?

Employees want learning, so why do we struggle to provide it?

# Why employees struggle with learning



# Making learning part of job success

## 1. List five things you have to accomplish over the next 9 months

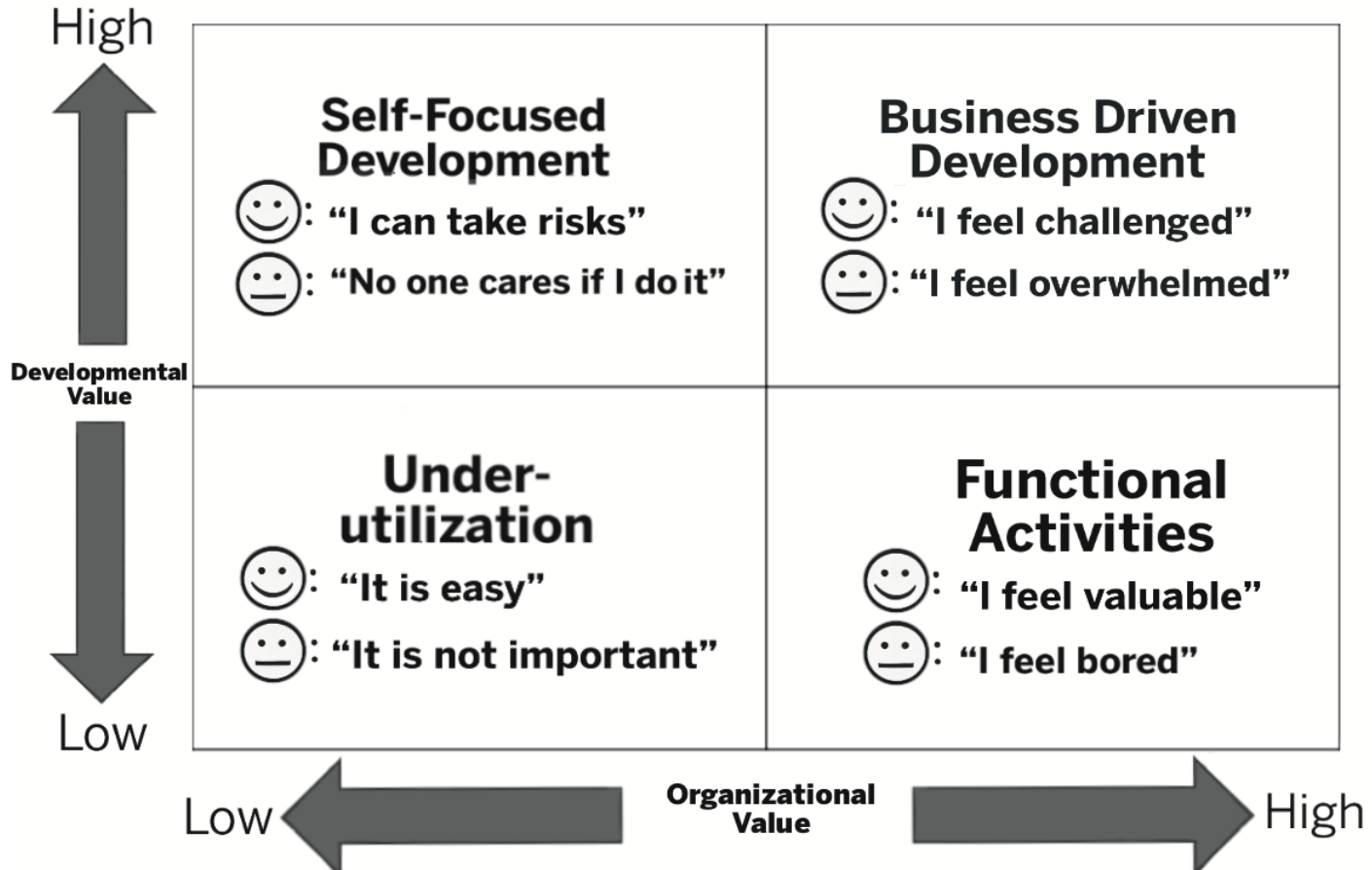
- Things where people will ask “did you get that done”?
- Focus on things that are independent; where you could accomplish one without necessarily accomplishing the other

## 2. Rate each one using two 5 point scales

- Business Impact: how much will it affect the company?
  - 1 – This is valuable but not critical
  - 5 – This is main reason why I am paid to work here
- Familiarity: have you done this sort of thing before?
  - 1 – I am familiar with this type of work (this does not mean it is easy)
  - 5 – I have never done this before (this does not mean you lack confidence)

# Making learning part of job success

1 - Familiarity - 5



1 - Business Impact - 5

# Making learning part of company culture



**Psychological Safety**

# Barriers to creating a coaching culture

# Making learning easy and relevant

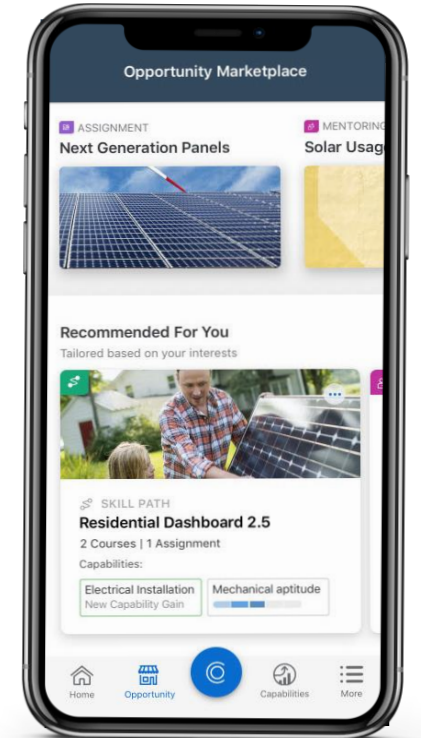


Moving beyond the “sheep dip” training programs of the past

● Giving everyone the same thing

● Searching from standard content

● Recommending content that I want, when & how I want it



# Changing the learning experience



Microlearning



Immersive Learning



Social Learning



Self-awareness learning



Gamified Learning



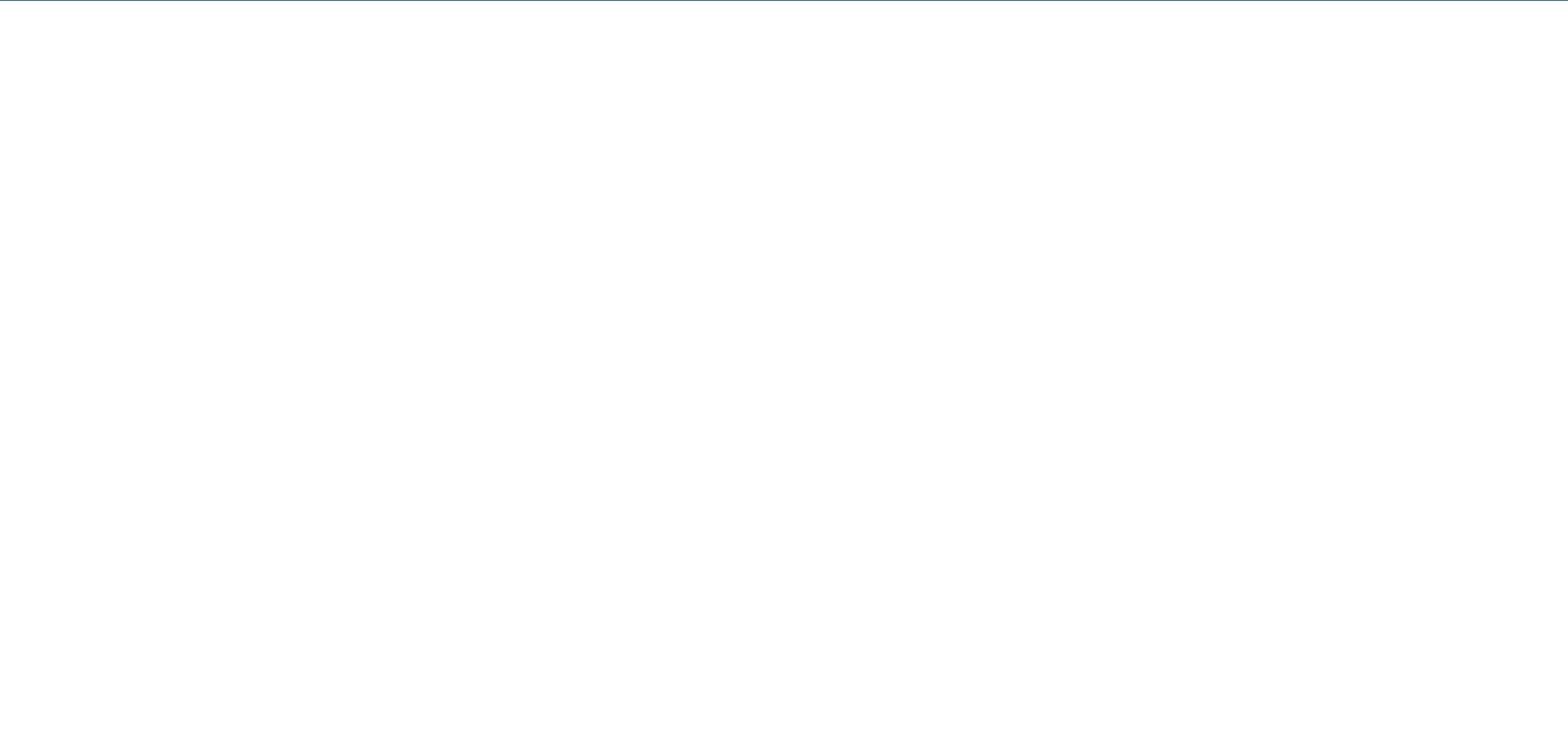
User Generated Learning Content



## Let's Chat!

What would you do to improve learning in your company?







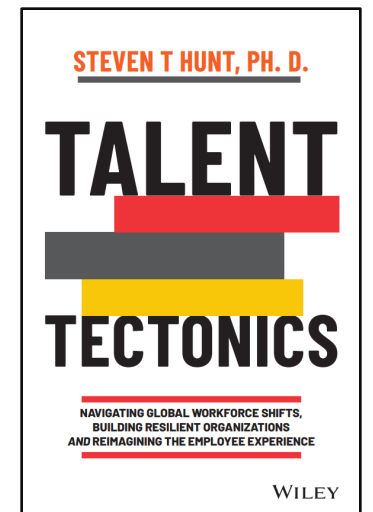
**What do small companies have that is impossible to find at big companies?**

## A closing thought

***People are good at learning but only under the right conditions.***

***When they feel the effort to change will benefit their lives, feel supported by those around them, and believe they will be successful.***

***The challenge organizations face is creating those conditions.***



Join me on LinkedIn

<https://www.linkedin.com/in/steventhunt/>

More about the book  
Talent Tectonics

<https://talenttectonics.com/>



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# Poll

Would you be interested in learning more about upskilling and reskilling your employees?

# Q&A



**Thank you for  
joining!**

