

**The password is “Adaptability”:
Unlocking the keys to work in 2021 and
beyond**

Speakers:

Mark Stelzner, Founder/Managing Principal, IA

Mary Faulkner, Principal, IA



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The password is “Adaptability”

Unlocking the keys to work in 2021 and beyond

Mark Stelzner
Founder/Managing Principal

Mary Faulkner
Principal

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OUR AGENDA

“You’re on **mute.**”



- Reality check
- Potential solutions
- Stalk us/Q&A

COVID amplified what has always been true with our people...



“In September, when schools resumed, many of them with remote learning, 80% of the 1.1 million people who exited the workforce were women. In December, women accounted for all of the net job losses, while men achieved some job gains.”
~ Fortune

...and our processes.



Paper

Despite technical advances, paper is still a dominate part of the employee lifecycle.



Timeliness

Stakeholder responsiveness has always been challenging, but now we lack the hallway “nudge”.



Infrastructure

There are heightened concerns around security protocols, maintenance/updates and bandwidth.



Collaboration

Organic relationships have been supplanted by the need to be intentional in one’s outreach and connection.



REALITY CHECK

Real **obstacles.**

It can be difficult to thrive.
The ever-changing work environment
has taken a toll.



- **Graduates in limbo**
- **Virtual recruiting and onboarding**
- **Backlog of background checks**
- **Long-term unemployment**

Embrace **dynamic** teams.

→ **Definition**

Teams consist of interdependent members working on a shared goal.

→ **Ongoing Leadership Team**

Responsible for ongoing operations of an organization, business unit, or function.

→ **Project-Based Leadership Team**

Responsible for leading a project/major change initiative by providing direction, oversight, governance, critical decision making, etc.

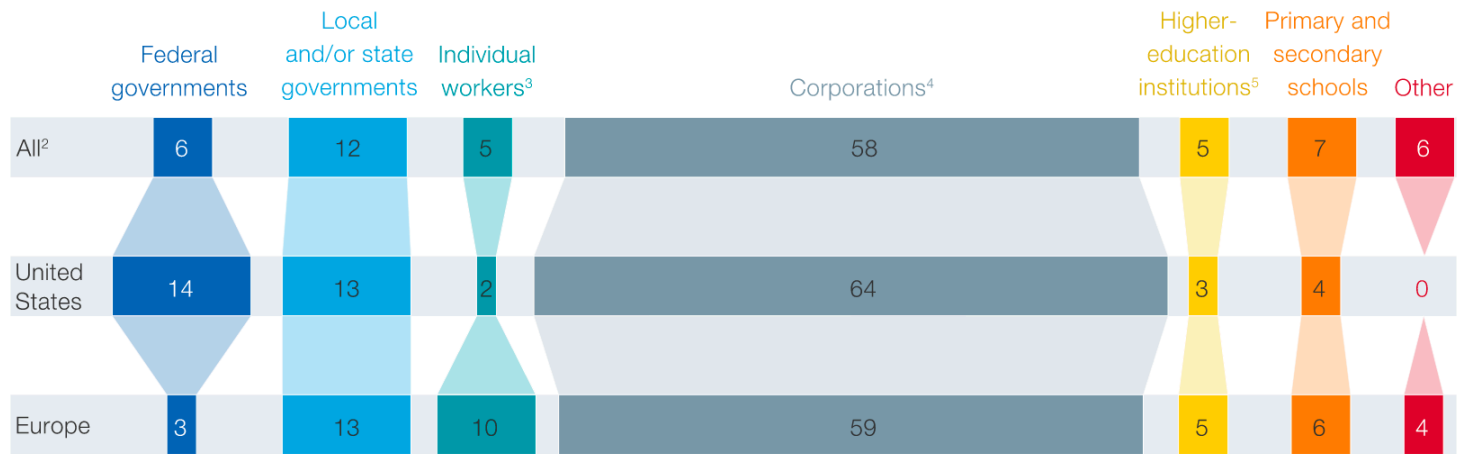
→ **Execution-Focused Team**

Responsible for driving business value for the business, customers, and stakeholders by executing the daily work.

→ **Project-Based Team**

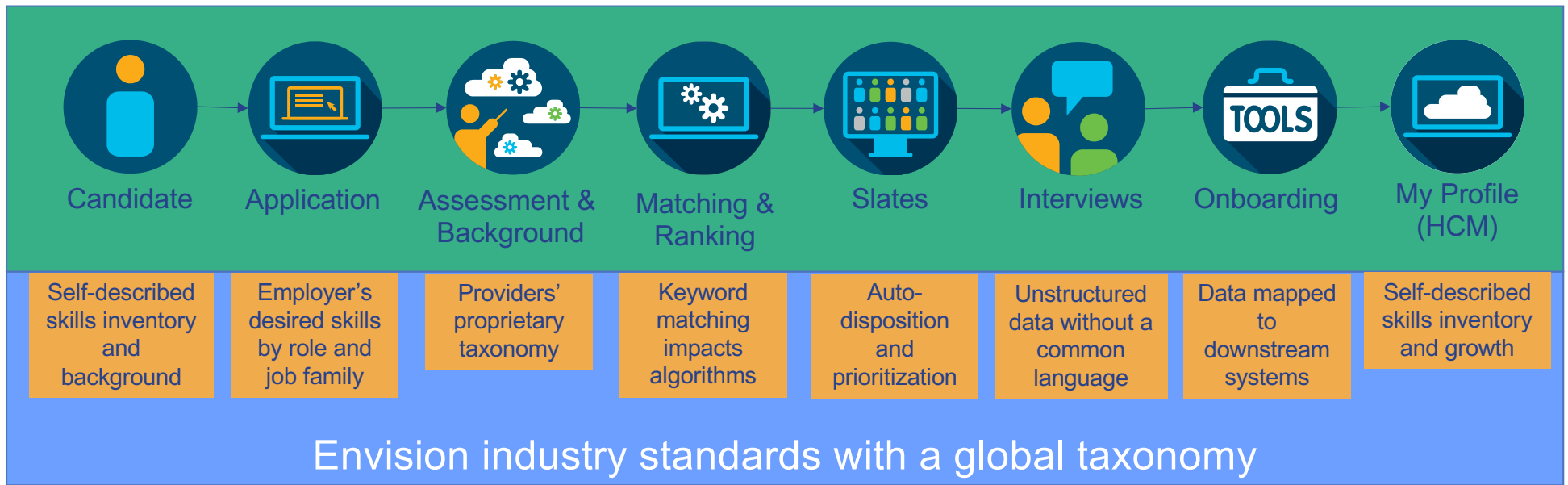
An often-temporary team of individuals brought together to deliver work on a specific project or for a specific purpose.

Plan for **your role** in the **war for skills.**



“By 2030, ...as many as 375 million workers—or roughly 14 percent of the global workforce—may need to switch occupational categories as digitization, automation, and advances in artificial intelligence disrupt the world of work.”
~ McKinsey Global Institute

Contemplate portable credentialing.





Evaluate your risk.

| | |
|-------------|---|
| Conditional | Is this acceptable to your candidates and hiring managers? |
| Consistency | Can you apply the same rules to everyone? |
| Clarity | Are your offer letters explicitly clear and in compliance? |
| Correction | If remediation is required, what is the impact to stakeholders? |



POTENTIAL SOLUTIONS



For all shapes and sizes.





THANK YOU

Stalk me.



Mark Stelzner
Founder/Managing Principal

mstelzner@ia-hr.com
@stelzner
/in/markstelzner



And me.



Mary Faulkner
Principal

mfaulkner@ia-hr.com
@mfaulkner43
/in/maryfaulkner1



Resources



COVID amplified what has always been true with our people...

- [PwC Remote Work Survey](#)
- [McKinsey study on US economic recovery](#)
- [Fortune magazine look at unemployment gender gap](#)

Real obstacles

- [The Long Shadow of an Unlucky Start, International Monetary Fund](#)
- [ismyinternshipcancelled.com](#)
- [The Ugly \(Un\)Employment Bias, Mary Faulkner, ERE.net](#)

Embrace dynamic teams

- [Deloitte High-Performance Team Building research](#)

Plan for your role in the war for skills.

- [Future for Front-liners Program in Michigan](#)
- [McKinsey Global Institute report on reskilling](#)