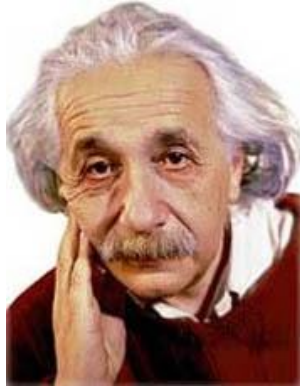


## Wise Heads Don't Grow On Young Shoulders



The trouble with wisdom and experience is that they both take time to get. Yet they are essential qualities for highly productive employees and the kind of leaders your organization needs in today's challenging business climate.

The US Department of Labor tells us that fully one-third of America's workers will be at retirement age during the next decade. This means that your organization will be faced with the task of replacing your most experienced and productive managers with individuals coming out of today's education system, military or via emigration to the US.

While you may be able to forestall some key individuals' retirement for a few years, you are still faced with the prospect of either recruiting new talent to take over for retirees or developing the necessary talent from within your existing staff.

## A Perfect Storm is Brewing

In addition to the significant talent drain brought on by the imminent retirement of key contributors in your workforce, there will be fewer people to replace them. According to KPMG International in its recent *Global Skills Convergence Advisory*, fewer people will enter the workforce than will leave. KPMG also points out that those entering the workforce, Generations Y and Z, have decidedly different ideas about how long they plan to stick with an employer than did the two preceding generations.

Since 2010, poaching of experienced managers has accelerated, creating an additional drain of your organization's leadership pool. These may be the same individuals you hope will replace your retiring leaders.

These developments place your organization in the middle of a perfect storm of the greatest talent deficit in a century. While the current economy is masking the problem with higher than normal unemployment, your organization will feel the effects of this perfect storm for the next fifteen years.

So how does your organization chart a successful course to thrive in the midst of the perfect storm?

## Develop and Retain Them

The primary strategies needed to meet the coming challenges, according to experts such as the Watson Wyatt Worldwide and the Gallup Organization, include talent retention and internal leadership / managerial development. Organizations that intentionally create highly competent, self-directed leaders below the senior executive team enjoy significant economic advantages over those which do not.

In addition to consistently better decision making, organizations with effective leadership development programs significantly increase employee loyalty by investing in employee growth and development through quality training, coaching and mentoring programs. This is especially true for Generations X, Y and Z, who specifically look for opportunities to develop their skill set.

In a recent survey of 20,000-plus employees by Spherion, more than a third said they'd seek new employment within a year of hire if no investment were made to develop them.





## Leading Through People™

Since 1999, supervisors, managers and leaders in 38 US states and several countries have applied the practical, proven *Leading Through People™* (LTP) approaches in developing productive, self-directed workforces. Created by successful business leaders, LTP considers the most effective current and emerging best practices, tools, and technologies to equip high performance teams.

*Leading Through People™* curriculum is highly flexible in its implementation:

- Your organization's best practices can be incorporated;
- Organizations desiring to leverage their investment can self-administer the LTP curriculum;
- Continuous learning may be reinforced through the use of topical LTP Mini-Modules™;
- LTP assessments and tools can improve your organization's hiring, coaching, and performance management programs; and
- You can customize the LTP curriculum to address your organization's most pressing need areas.

## Topical Areas

The complete *Leading Through People™* curriculum consists of the following topical modules:

- Hiring and staffing effectively
- New employee launch plan
- Teaching new skills
- Assigning work
- Setting expectations
- Giving and receiving feedback
- Helping employees solve problems
- Reporting and documentation
- Motivation
- Performance evaluations
- Coaching
- Counseling
- Leveraging staff strengths
- Four levels of leadership
- Leadership communications
- Planning
- Problem solving
- Project management
- Financial metrics and drivers
- Understanding a P&L & KPIs
- Creating ROI through trust
- Topgrading

Half-day to ten day programs are available. Please see our *Leading Through People™* syllabus for more details.

## 1,000%-Plus ROI!

Do you realize that 95% of your organization's assets are managed by your first, second and third-line supervisors? Day-to-day decisions made by this group ultimately determine how effectively you execute corporate strategy.

Consider the financial benefits of aligning your entire organization around sound leadership principles:

- Increased productivity per person
- Improved leadership decisions
- Engaged, self-directed workforce
- Improved employee retention

What investment can you make that will return its cost 1,000% or more over the next few years? *Leading Through People™* from Boyer Management Group is the most cost effective way you can prepare your current and future leaders!

For more than a decade, Boyer Management Group has worked with businesses and organizations to help them get the very best out of their people, and with senior managers to improve their effectiveness.

---

**A better solution is just a phone call or email away!** If you're ready to accelerate your organization's leadership development program and improve workplace productivity, please email us today at [hank@boyermanagement.com](mailto:hank@boyermanagement.com) or call us at **215-942-0982**.

Visit us at [www.boyermanagement.com](http://www.boyermanagement.com) or call 215-942-0982



Boyer Management Group  
45 Black Rock Drive  
Holland, PA 18966