



CEO LEADERSHIP FORUMS



The Future of the Hybrid Workplace

Thursday June 16, 2022 – 7:30 AM – 10:00 AM

www.ceoleadershipforums.com



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Mission

CEO Leadership Forums is committed to facilitating a strategic partnership between Valencia College, their students, and local businesses in providing CEOs access to an excellent talent pool, CEO level education and Mastermind opportunities, while providing scholarships to students to advance their careers.



Disclaimer

Please note it is our intention to provide information as accurately as possible. Given the speed and fluidity of current events, the speakers' comments represent best interpretations of new laws as we know them to be. Future government rulings and interpretations could change and potentially affect your own personal situation. Please continue to keep current with these changes through continual dialogue with your professional advisors.



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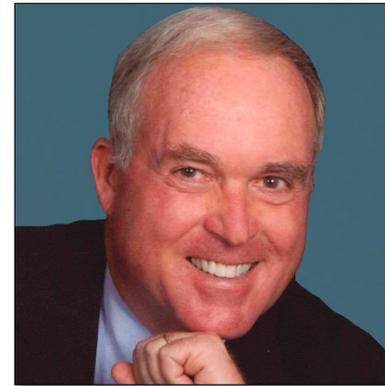
Introducing our distinguished Panel of Experts



Casey Fernandez
Client Executive
HYLANT



Nicole McMurray
Regional Vice President
AppleOne Employment Services



Sandy Seay, Ph.D
President
Seay Management Consultants



Jessica Walberg, Esq
Partner
Ford Harrison LLP



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Basics & Beyond

Post-Covid

Employee Engagement & Retention



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Road to Travel



- Future of the Workplace
 - Lots of Challenges
 - Staffing, Supply, Legal Compliance
- Great Resignation vs. Great Reevaluation
- Overcoming Challenges is the Goal
- Basics & Beyond



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Transparency in the Interview Process



- First Interaction Between Prospective Employee & Employer
 - Sets the Stage for Future
- Confirm Resume
 - Experience & Education
- Clear Expectations - Duties & Responsibilities
 - More than Surface Level
 - No surprises – schedule, WFH, travel
 - Under or overqualified established
 - Demonstrate skills – specific examples



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Transparency in the Interview Process



- Cultural Fit?
 - Short & Long Term Professional Goals, Office/Team Environment
- Two Way Street!
 - Applicant Opportunity - Develop Understanding of Position & Culture
- Flexibility
 - Adjusting Expectations for the Market & to Attract Talent



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Communication with Employees



- The Feeling is Still Mutual!
- Clear Message on Expectations Still Critical
- Performance Feedback - Provide & Receive
- Employer Tools
 - Performance Evaluations – Formal & Informal
 - Progressive Discipline
 - Mentoring
 - Telework Feedback Platforms



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Broaden Your Perspective



- Basics – Transparency & Communication
- Market = Think Outside the Box & Beyond Basics
- Here to Stay – Expectations of the Next Generation
- Increased Compensation Is Not the Answer



What Can Employers Do?



- Recognize the Need to Add to the Basics
- Embrace Change
- Brainstorm Benefits!
- Implement Change Beyond Comp Increases
 - Mentoring
 - Hybrid WFH or FT WFH
 - Diversity & Inclusion Initiatives & Training
 - Upward Mobility Paths
 - Alternative Career Paths



Final Thoughts



- Be Aware of Changing Tides - Don't Get Left Behind
- Accept Change with a Focus on Preserving Efficiency & Productivity
- Identify Benefits that Motivate your Workforce
- Develop Strategies for Implementation



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Basics & Beyond

Post-Covid

Employee Engagement & Retention

LEADERSHIP STYLES AND THE DISC PROFILE

SEAY

MANAGEMENT CONSULTANTS



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Introduction

Have you ever wondered “Why do people act like they do?” Some people are self-starters out of the gate, others need some prodding. Some people have never met a stranger, others are ill at ease in a social setting. Some people like variety and quick decision making and then on to the next thing. Others prefer one job at a time. Some people love detail, some cannot stand it.





Why Do People Act Like They Do?

When we consider the question of “Why people act like they do,” there are three areas we talk about:

- Experience and qualifications.
- Character.
- Personality Temperament.





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Personality Assessment Tools



There are a number of very good tools for determining a person's personality temperament. Some of them are . . .

- The Predictive Index.
- Personality Inventory.
- Personality Plus Techniques.
- Color Code Personality Assessments.
- Various Animal Personality Assessments.
- Myers-Briggs.
- Jordan Peterson Personality Test.
- The DISC Profile.

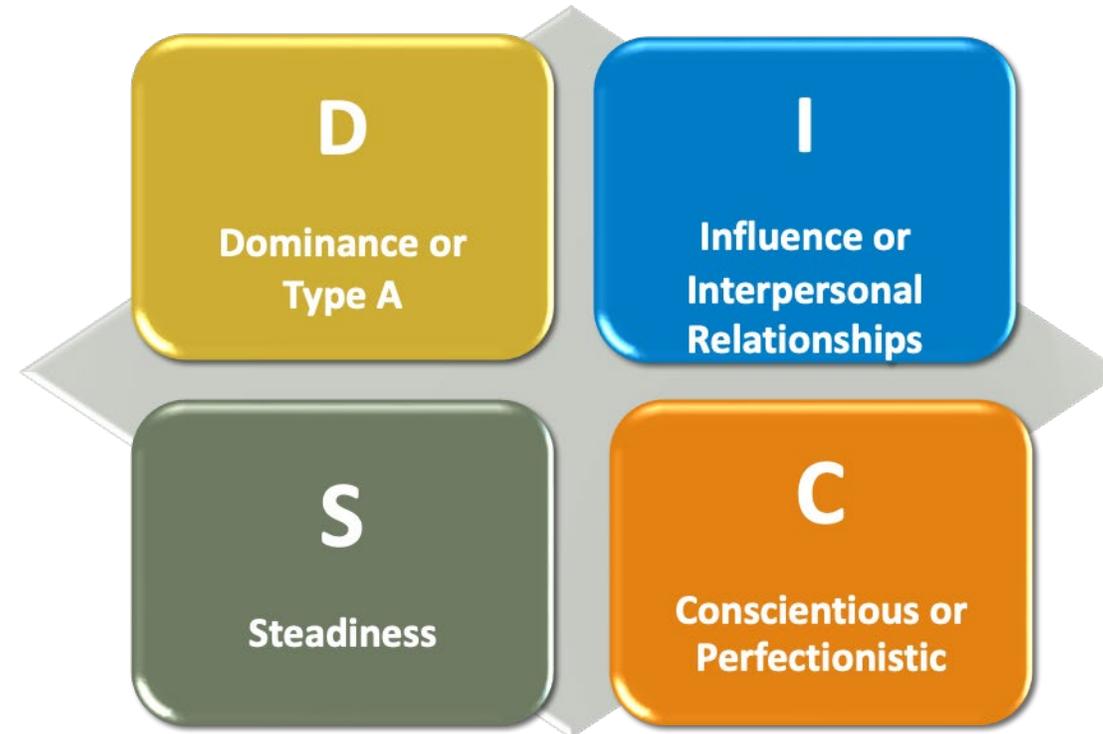
Some of these assessment tools are more sophisticated than others and not all of them are appropriate for a work setting. However, they are all based on the same principles but express the results in different ways. Today, we'll be talking primarily about the DISC but the principles we'll discuss apply to all personality assessments.



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The DISC measures a person's working style in terms of D, I, S and C.



This is mainstream material and these principles go all the way back to Hippocrates in the 5th century B.C.



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Personality Temperament Principles



1. Each of us has these traits in different degree and this constitutes our “working style” or pattern or “personality temperament.”
2. These traits are tendencies, not absolutes. It’s how we would “prefer” to work.
3. These traits are totally values neutral – it isn’t “good” or “bad” – it just the way it is, a representation of the way you prefer to work.
4. We are born with these traits and they do not change throughout our lives.
5. For the most part, we will act or behave in concert with our working style both in work and in non-work situations.
6. If we understand our own DISC pattern, and that of our co-workers, we promote understanding, build morale, build teamwork and are happier and more satisfied.
7. This requires some effort, it doesn’t happen naturally.





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Understanding The Results



Someone once said there are three kinds of people -- those that make things happen, those that watch things happen, and those that say, "What happened?" In an employment situation, which kind of candidate do you have and how much of what you learn in the interview is true? Remember - "The closest anyone ever comes to perfection is completing an employment application."

The DISC and other personality temperament assessments are uncannily accurate. People who see their results often say, "I can't believe it nailed me so clearly. Except for this one area . . .". We then ask the person to talk with his or her spouse or friend, who then says something like, "You are exactly like that." The DISC does not lie.

Key Management Principle:

We often see ourselves not as we are, but as we think we are.

"O wad some Power the giffie gie us, To see ourselves as ithers see us. It would frae many a blunder free us, An' foolish notion." Robert Burns.





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D – Dominance or Type A



- Another term is “Choleric.”
- The High D’s motto, “Let’s do it, let’s do it now and let’s do it my way.”
- Motivated by accomplishment and achievement.
- Positive and self confident.
- Results oriented, a goal setter, decisive, has a strong sense of urgency, and wants to take charge of every situation. Looks at the “big picture,” may be bored or restless by detail work. “Set your long term goals early and do not be deterred by short term difficulty.” Prime Minister Margaret Thatcher.
- Likes variety, likes to multi-task, likes to delegate.
- Sometimes comes on too strong and has little compassion, especially for emotion, except for anger.
- Biggest “fear” is being taken advantage of by others.
- A lower D is more systematic and deliberate and not inclined to time schedules.
- Most executives, managers and supervisors are High D’s. In America, 40% of the population is High D but in management, 90% of the managers are High D.



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I - Influence or Interpersonal Relationships



- Another term is Sanguine.
- Warm and engaging person that other people like.
- Never met a stranger.
- Motivated by being around other people.
- Like to get close to you and touch – double handshake, hand on the shoulder, etc.
- Not task oriented but more people oriented or “feelings” oriented.
- Sense of time not on the radar screen.
- Sense of urgency or “getting it done now” takes second place to interpersonal relationships.
- High I’s are very good in sales, customer service or any position involving being around others.
- A lower I tends to work alone or with a small group. May appear withdrawn.
- Greatest “fear” is not being included in the group, being isolated in a one-person office, not being able to talk to or be around others.



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S - Steadiness



The most apparent characteristic is the desire to “get along” and to avoid conflict at all costs.

- Another term is “Phlegmatic.”
- Very good in situations where you want to promote unity, is very easy to get along with and works well under pressure.
- Often reluctant to offer an opinion.
- Never feels as if he or she has “enough” information, always looking for more.
- Zeroes in on one task at a time. Finish that one, then go on to the next thing.
- A Lower S would prefer variety and would be a multi-tasker.
- A High S would be very good in positions such as bookkeeper, clerk or secretary, but would not be very good in sales.
- Greatest “fear” is conflict.



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C – Conscientious or Perfectionistic



A perfectionist, a very gifted person who is sensitive, analytical, pessimistic and cynical, who wants to do a perfect job and will not stop until it meets his or her standards.

- Motivated by “getting it right” and there is only one way to “get it right.” Any other way is “not right.”
- Because of the desire to “get it right,” is often self critical and also critical of others, including his or her employer. This sometimes comes across as being overly negative.
- Is completely dependable in work assignments with a high emphasis on correctness and accuracy.
- Will tend to question, question, question – often asks “Why?”
- Very good in accounting, finance and computer/data processing jobs.
- Greatest “fear” is not getting it right and/or criticism of his or her work.



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Understanding the DISC Profiles



1. The DISC will reveal the degree to which you are a **D**, **I**, **S** or **C**. It will also describe your Natural and Preferred Working Style as well as the way you tend to change under the normal pressures of work like time, customers, dealing with aggravation, etc.
2. Remember that this is not “good” or “bad” because we all have to deal with certain kinds of pressures. None of us is immune from pressure. A little pressure makes us better at what we do. It’s like a guitar string – too much and it breaks, too little and it’s a dull thud – just right, and it plays a musical note.



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Goals of a Personality Temperament Assessment



1. To have a better understanding of your own working style.
2. To have a better understanding of the working style of others.
3. To begin to think in personality assessment profile terms which will help identify the working styles of your management team and that all of this will produce greater understanding, teamwork and employee morale.



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SEAY MANAGEMENT CONSULTANTS, INC.



We are a full-service human resources management and labor relations consulting firm which has been in operation in Florida since 1966.

We provide HR management services to more than 200 clients in various industries located throughout the United States.

Our Goals Are:

- Ensure compliance with all of the state and federal employment regulations and guidelines which affect employers.
- Reduce or eliminate exposure in these areas.
- Resolve employment problems and difficulties that arise.
- Develop the employment documents, policies, systems and manuals that will help employ and retain a satisfied, happy and productive work force.



Headquartered in Orlando, FL



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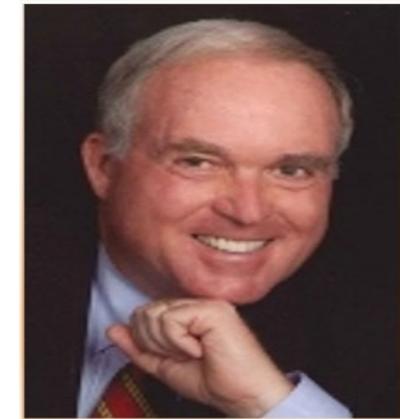
About Sandy Seay

Dr. Raleigh F. (Sandy) Seay, Jr., is President of Seay Management Consultants, Inc., a full service Human Resources Management firm, located in Orlando, Florida.

He has held Human Resources Management positions with Burlington Industries, American Hospital Supply Corporation, Roanoke Memorial Hospitals and SESCO Management Consultants and acquired Seay Management Consultants, Inc., in 1981. Sandy served as an armor officer with the 3rd Infantry Division, U.S. Army in Europe, from 1968-1970.

He holds a Bachelor's Degree from Virginia Tech, a Master's Degree from Rollins College and a Ph.D. in the Humanities from Warnborough College.

He is a frequent speaker at management conferences and seminars and has conducted management development workshops throughout the United States and in three foreign countries.



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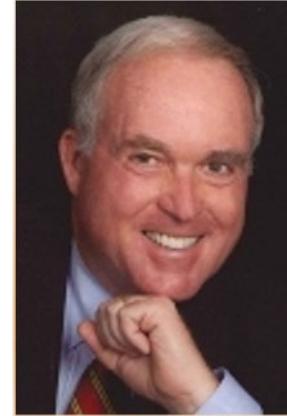
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A scenic landscape photograph of a sunset over a mountain range. The sun is low on the horizon, creating a bright glow and lens flare effects. The sky is filled with soft, colorful clouds in shades of orange, yellow, and blue. The foreground shows dark, silhouetted trees and bushes against the bright light of the sun.

THANK YOU!!

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Tools to Make Things Happen

Ideas you can use ***NOW!***

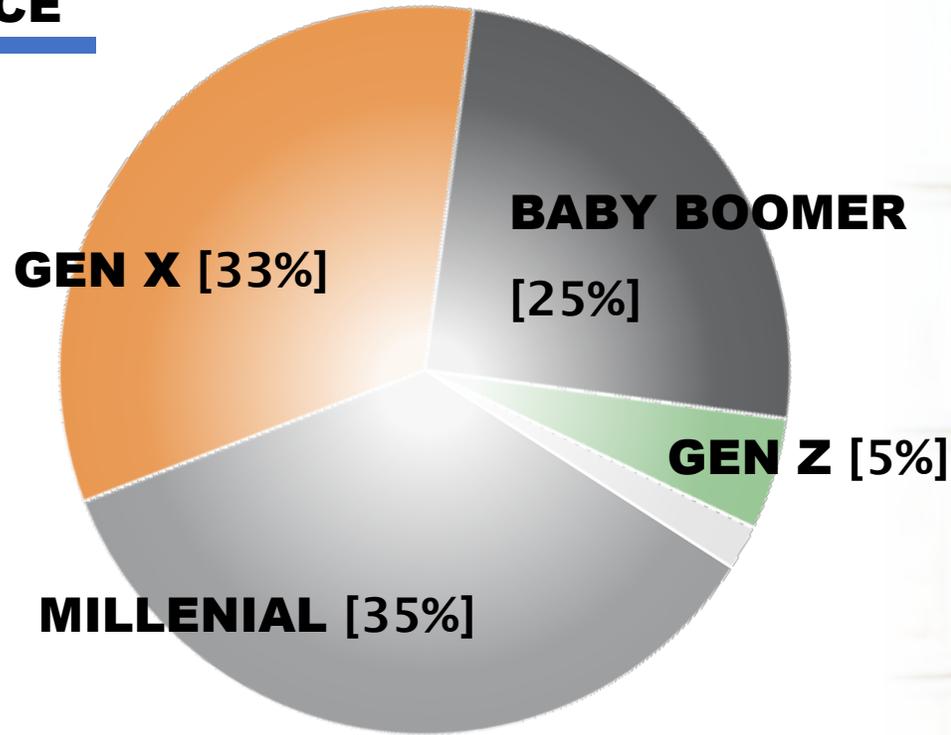
GENERATIONS IN THE WORKFORCE

56 M The Millennial Generation makes up 35% of the workforce with 56 million workers in the United States

53 M Gen X is not far behind with 53 million workers, making up 33% of the total US workforce

41 M Baby Boomers are 25% of the current workforce with 41 million workers.

9 M Currently the youngest generation in the workforce, Gen Z makes up 5% of the workforce with 9 million workers.



61 M While Gen Z may only make up 5% of the workforce today, it is one of the largest generations of the last few decades, with 61 million Gen Z workers getting ready to join the workforce.

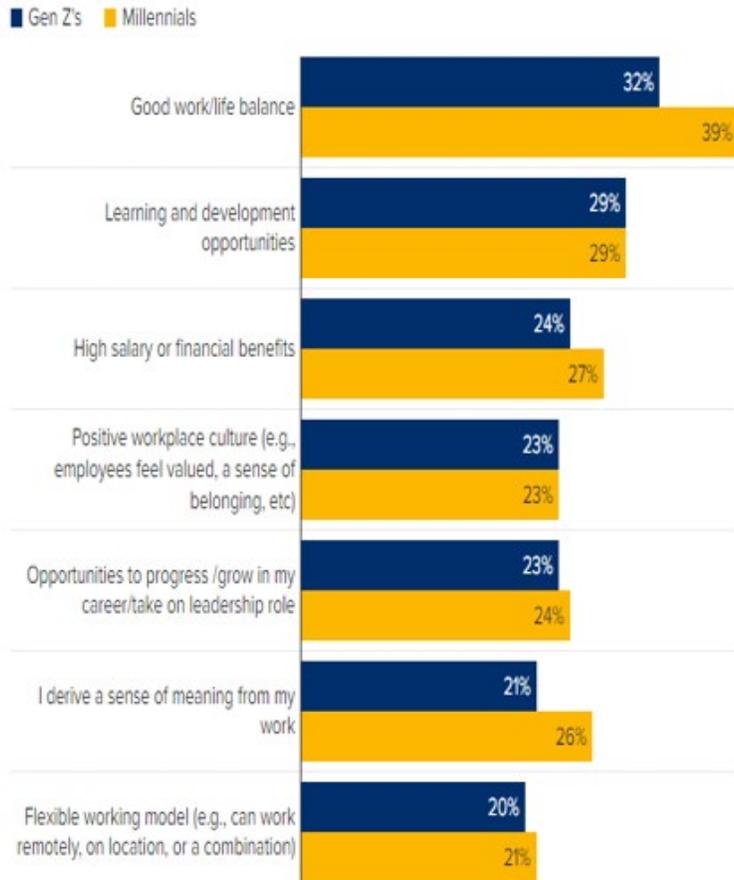




	Baby Boomer 54-73	Gen X 39-53	Millennial 23-38	Gen Z TBD/12-22
Value	Success	Time & Money	Individuality	Authenticity & Equality
Focus	Relationships & Results	Tasks & Results	Global & Networked	Social Responsibility & Stability
Technology	Acquired	Assimilated, Efficient	Integral, A Lifestyle	Digital Natives Technology as a Tool
Workplace View on Authority	Tenure Equals Authority	Skeptical Of Authority, Tests Authority	Sees Authority As Equals, Will Test Authority & Seeks Authority for Guidance	Respect is Earned, Not Simply Given Seek Inspiring & Creative Authority
Workplace View on Time at Work	Workaholics Invented the 50 Hr Work Week Visibility is Key	Project Oriented Get Paid for Work Done	Work is What Sustains Free Time and Weekends	Work is Time for Work
View On Work/Life Balance	Time Off Means Weakness & Fear of Losing Place on Corporate Team. Work/Life Imbalance	Focus on Clearer Balance of Work/Life and Life Equally Important	Balance/Integrate Work with Life Flex Time, Job Sharing, Family Over Work	Seeks Work-Life Harmony Flexible Schedules Time Off
Work Is	Exciting An Adventure A Career Work and Retire	A Challenge A Job A Contract	Means to an End Flexible	My Responsibility Development
Preferred Work Environment	Long Hours- Office Only	Measured Through Productivity	Measured Through Contribution	Office, Home, On the go, Flexible Schedule, Contributions to Work at Any Time
	Flat Organizational Hierarchy, Democratic, Humane, Warm Friendly Environment	Fast Paced, Efficient, Fun, Functional, Informal, Flexible, Access to Leadership & Information, Meetings Are Wasted Time	Collaborative, Achievement-Oriented, Highly Creative, Positive, Diverse, Fun, Flexible, Opportunity to Grow, Recognition	Flexible in Hours & Schedule, Ability to Work Remotely, Stable & Meaningful, Progressive, Socially Responsible, Feedback & Development Important
Work Attire	High End Business Casual	Casual or Business Casual	Whatever Feels Comfortable	Completely Flexible Dress, Individuality



Top reasons respondents chose to work for their current organization



Note: Deloitte's 2022 Gen Z and Millennial Survey reflects the survey responses of 14,808 Generation Zs and 8,412 millennials (23,220 respondents in total), from 46 countries

Source: Deloitte



TOP LINE NUMBERS

May Jobs & April JOLTS Reports

3.6%

The unemployment rate was 3.6% for the third month in a row, and the number of unemployed persons was essentially unchanged at 6.0M. These measures are little different from their values in February '20 (3.5% and 5.7M, respectively), prior to the pandemic.

11.4M

The number of job openings decreased to 11.4M on the last business day of April. Hires and total separations were little changed at 6.6M and 6.0M, respectively. Within separations, quits were little changed at 4.4M, while layoffs and discharges edged down to a series low of 1.2M. At this point there are 5.4M more job postings than there are unemployed persons. In February '20, there were only 6.9M job openings.

Are you worth changing for?

Career Level Engagement



Abraham Maslow's 'Hierarchy of Needs' provides a simple way to understand what your employees require to feel engaged and how to move them up to the highest level of engagement, satisfaction, and effectiveness.



LEVEL ONE - FOUNDATIONAL NEEDS

Fair pay, benefits, security, and stability are basic needs. They cannot create engagement, but engagement is not possible if these needs are not being met.



LEVEL TWO - ENGAGEMENT NEEDS

A sense of belonging, career development, and recognition are things managers must provide to create engagement in their employees.

Make sure these are:

- Timely
- Proportional
- Sincere
- Visible
- Personalized
- Consistent



LEVEL THREE - HIGH ENGAGEMENT NEEDS

As engagement increases and employees become more senior in their careers they look for more autonomy and a chance to create impact. The manager's role at this point is to help facilitate that.

STEP 1

Identify Key Staff at Each Level



STAFF AT FOUNDATIONAL LEVEL

STAFF AT ENGAGEMENT LEVEL

STAFF AT HIGH ENGAGEMENT LEVEL

STEP 2

Go to www.appleone.com/SCALE/Portal to Access Engagement Tools for Each Level



Foundation Level Tools

- Team Fun Kit
- Job Descriptions & Salaries Guide
- Raise Calculator
- Stay Interviews

Engagement Level Tools

- Engagement Kit for Team Leaders
- Recognition Planner
- Coaching Sandwich
- Professional Development
- Prioritizing Stay Interviews

High Engagement Level Tools

- Turnover Risk Assessment
- Team Focus Kit
- SMART Goal Template
- Stay Interviews



Client Benchmarking

TEAM SNAPSHOT

Leader _____	Location _____	Company _____
Date _____	Department _____	DAE _____

To be used by employers to inventory their key talent as a means to respond to unfortunate turnover hiring and by the Hiring Advisor in preparation for hiring key talent faster.

SUPERSTAR TRAITS AND CHARACTERISTICS

- Area and causes of the most turnover:
- What are universal "must-haves":
- What are the characteristics or traits of your best people:
- What benefit do those traits bring:
- Any companies you typically hire from:
- Your interviewing format and style:

DISQUALIFIERS *(Find out if jaded, from a bad hire or a real disqualifier)*

<input type="checkbox"/> Any disqualifiers (traits, hard skills)	<input type="checkbox"/> % of time used/experienced	<input type="checkbox"/> Why
--	---	------------------------------

TEAM PROFILE

Key Position _____	Salary Range/Competitive _____	Experience Required _____
Why _____	FT/PT/Temp/Seasonal _____	Skills Required _____
Next Career Step _____		
Key Position _____	Salary Range/Competitive _____	Experience Required _____
Why _____	FT/PT/Temp/Seasonal _____	Skills Required _____
Next Career Step _____		
Key Position _____	Salary Range/Competitive _____	Experience Required _____
Why _____	FT/PT/Temp/Seasonal _____	Skills Required _____
Next Career Step _____		



Client Benchmarking

CULTURE MATCH

Leader _____	Location _____	Company _____
Date _____	Department _____	DAE _____

Experts have found that employee satisfaction, longevity and performance rely on organizational fit more than skills to do a job. Our benchmarking process includes culture, work environment and values to improve the match-making of a candidate to a job opportunity.

CULTURE

1 Select the top seven words that best describe the attitudes and aptitudes of your unit's culture

<input type="checkbox"/> Outgoing/energetic	<input type="checkbox"/> Flexible/adaptable	<input type="checkbox"/> Focused/serious
<input type="checkbox"/> Professional	<input type="checkbox"/> Work-life balance	<input type="checkbox"/> Fun loving/humorous
<input type="checkbox"/> Collaborative/teamwork	<input type="checkbox"/> Positive/upbeat	<input type="checkbox"/> Creative/innovative
<input type="checkbox"/> Process oriented/structured	<input type="checkbox"/> High productivity	<input type="checkbox"/> Aspirational/goal oriented
<input type="checkbox"/> Approachable/confidential	<input type="checkbox"/> Empathetic/fair minded	<input type="checkbox"/> Service oriented/helpful
<input type="checkbox"/> Proactive/forthcoming	<input type="checkbox"/> Competitive	<input type="checkbox"/> Intellectual/Information driven
<input type="checkbox"/> Technology influenced	<input type="checkbox"/> Active in the community	<input type="checkbox"/> Passionate/engaged

WORK ENVIRONMENT

2 Select the best feature for each of the six categories that best describes your work environment

Volume	Pace	Interaction
<input type="checkbox"/> Noisy	<input type="checkbox"/> Fast paced	<input type="checkbox"/> Regular face-to-face Interaction
<input type="checkbox"/> Quiet	<input type="checkbox"/> Moderately paced	<input type="checkbox"/> Infrequent face-to-face Interaction
Space	Autonomy	Phone
<input type="checkbox"/> Work remotely	<input type="checkbox"/> Work self-directed	<input type="checkbox"/> Frequent inbound phone
<input type="checkbox"/> Individual cubicle	<input type="checkbox"/> Work in groups/Collaborative	<input type="checkbox"/> Frequent outbound phone
<input type="checkbox"/> Open floorplan	<input type="checkbox"/> Hands-on supervision	<input type="checkbox"/> Infrequent phone interaction
<input type="checkbox"/> Own office		

VALUES

3 List the top 5 values of your organization and rank them in order of emphasis:

<small>Higher Emphasis</small>		
<small>Lower Emphasis</small>		



Candidate Work Style Preferences Questionnaire

ORGANIZATIONAL FIT INTERVIEW

Leader _____	Location _____	Company _____
Date _____	Department _____	DAE _____

Experts have found that employee satisfaction, longevity, and performance rely on organizational fit more than skills to do a job. Our process includes culture, work environment, and values to improve our ability to find organizations and opportunities where you will thrive.

1 CULTURE

Select the top seven words that best describe the key attitudes and aptitudes of your unit's culture

<input type="checkbox"/>	Outgoing/energetic	<input type="checkbox"/>	Flexible/adaptable	<input type="checkbox"/>	Focused/serious
<input type="checkbox"/>	Professional	<input type="checkbox"/>	Work-life balance	<input type="checkbox"/>	Fun loving/humorous
<input type="checkbox"/>	Collaborative/teamwork	<input type="checkbox"/>	Positive/upbeat	<input type="checkbox"/>	Creative/innovative
<input type="checkbox"/>	Process oriented/structured	<input type="checkbox"/>	High productivity	<input type="checkbox"/>	Aspirational/goal oriented
<input type="checkbox"/>	Approachable/confidential	<input type="checkbox"/>	Empathetic/fair minded	<input type="checkbox"/>	Service oriented/helpful
<input type="checkbox"/>	Proactive/forthcoming	<input type="checkbox"/>	Competitive	<input type="checkbox"/>	Intellectual/Information driven
<input type="checkbox"/>	Technology influenced	<input type="checkbox"/>	Active in the community	<input type="checkbox"/>	Passionate/engaged

2 WORK ENVIRONMENT

Select the best feature for each of the six categories that best describes your work environment

Volume	Pace	Interaction			
<input type="checkbox"/>	Noisy	<input type="checkbox"/>	Fast paced	<input type="checkbox"/>	Regular face-to-face Interaction
<input type="checkbox"/>	Quiet	<input type="checkbox"/>	Moderately paced	<input type="checkbox"/>	Infrequent face-to-face Interaction
Space (Pick 1-2)	Autonomy	Phone			
<input type="checkbox"/>	Work remotely	<input type="checkbox"/>	Work self-directed	<input type="checkbox"/>	Frequent inbound phone
<input type="checkbox"/>	Individual cubicle	<input type="checkbox"/>	Work in groups/Collaborative	<input type="checkbox"/>	Frequent outbound phone
<input type="checkbox"/>	Open floorplan	<input type="checkbox"/>	Hands-on supervision	<input type="checkbox"/>	Infrequent phone interaction
<input type="checkbox"/>	Own office	<input type="checkbox"/>		<input type="checkbox"/>	

Mapping Out Your Career Path
Executive Account Manager to Assistant Branch Manager

We are very excited about your interest in advancing your career with the company and are eager to support and promote your career path goals. For all management positions, a credit check may be run and your credit rating must meet our requirements in order for the promotion to be approved.

Please take a moment to review the following goals and feel free to ask any questions. These objectives will be reviewed annually, at which point we will assess your promotion opportunity from Executive Account Manager into the role of Assistant Branch Manager. Please be advised that all promotions or compensation increases must go through the Corporate HR approval process.

Career Path Goals:

A) Personal Productivity: You must have met Career Path Goal Productivity and be in good standing with the company.

Performance:	Meeting TGP and New Client Performance Standards in recent 3 months (only 50% of new clients can be Reactivates)
Results:	Branch headcount is 5 or more, unless an Emerging Branch without a BM
Training Completions:	Cornerstone Curriculum: Skills for Managers Recruiting Essentials + Consulting Essentials Workshops in recent 36 months
Quality:	1 Recommendation from Regional Leader 1 Recommendation from a Peer or Co-Worker

B) Participation: Maintain attendance in conjunction with company policy, customer service, teamwork, professionalism and work quality to company standards.

To provide a strong foundation toward your success, your manager will meet monthly with you to discuss your production trends and provide assistance where needed. As a result of achieving 100% of these goals, you can expect to receive a change in title and its associated bonus/commission plan eligibility.

We are excited about the upcoming potential career opportunity and look forward to you being tremendously successful achieving the goals outlined above!

Employee Signature

Printed Name

Date

Supervisor Signature

Printed Name

Date

Do you have your Career Paths mapped out?

Is there a way for people to take ownership of their career?

When was the last time you promoted someone?

Rocking Chair hire mentality!

Be Proud of Your Story.

Employee Recognition Plan



STEP 1

Learn what matters to your team.

Employee Names:							
Work Anniversary							
Birthday + Y/N like to celebrate							
Interests/Priorities							
Recognition Ideas							

STEP 2

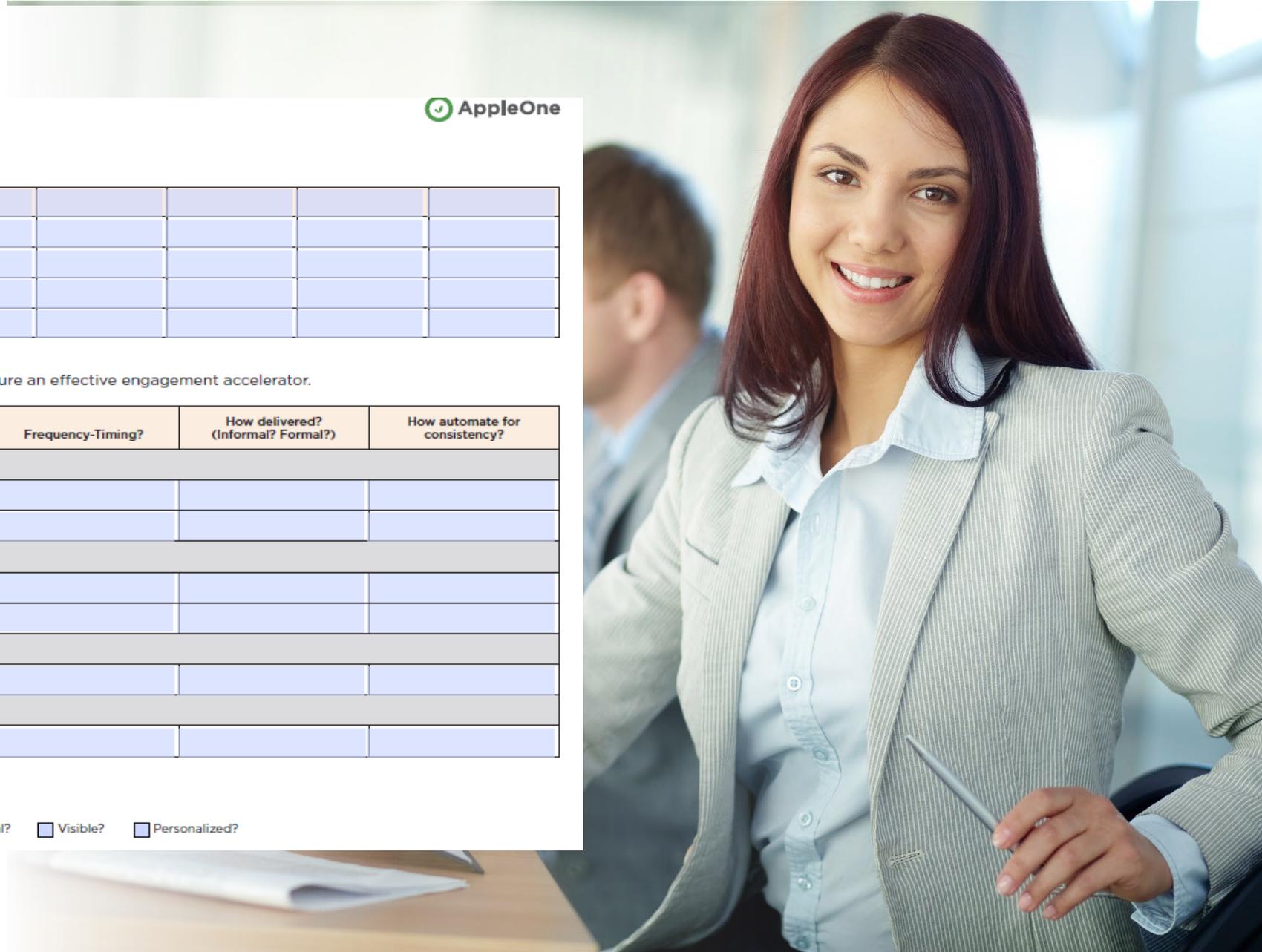
Align your company/department priorities with your team's priorities to ensure an effective engagement accelerator.

Recognition Type	Priority worth recognizing	Personalized form of recognition	Frequency-Timing?	How delivered? (Informal? Formal?)	How automate for consistency?
Cultural					
Daily					
Weekly					
Exceptional Performance					
Monthly					
Quarterly					
Career					
Annual Milestones					
Team/Company					
Annual Milestones					

STEP 3

Ensure seven must-have's.

- Reinforces Priorities?
- Timely?
- Specific?
- Sincere?
- Proportional?
- Visible?
- Personalized?



30-day Check-in Interview



Name

Date

You've been with us for about 1 month now, so I just wanted to check in and see how things are going.

What has been the highlight of your first month?

What excites you when you think about coming to work?

Is the role what you thought it would be?

Is the training and activity pace right for you?

What are the 2-3 primary challenges you are experiencing?

On a scale of 1-5, 5 being the best, please rate your level of confidence so far:



What would allow you to do the best work of your life here?

What support or feedback can we provide?

If you were trying to recruit somebody into our company, what would you tell them about why this is a great place to work?

Is there anything else that is important to you that we didn't cover in this meeting?



Thank you for your time!

“Quality is the best business plan!”

- John Lasseter of Pixar -



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Thank you for your time!

“Quality is the best business plan!”

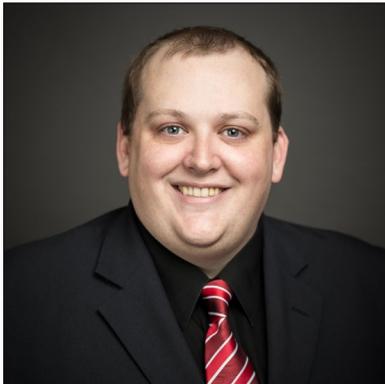
- John Lasseter of Pixar -



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Introducing our distinguished Panel of CEOs



Andrew Bell
Chief Executive Officer
OATA



Johnny Hughes
Chief Executive Officer
Designzillas



Larry Meador
*Chief Executive Officer
& Chief Strategy Officer*
Evok Advertising



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Thank You

- A follow-up email will be sent to you after the program concludes with Video Recording and Powerpoint of the Program.
- Upon departure from the webinar, please take a minute to answer our Experience Survey so we may better fulfill your expectations next time. <https://www.surveymonkey.com/r/27Z2LZL>
- Reach out to the subject matter experts on the call for any question not addressed.



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