


Workforce Development and Management



Port of
LONG BEACH
The Green Port

AAPA Marine Terminal Management Training
Stacey V. Lewis, Director of Human Resources
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Today's Conversation

- **Who's in the Room?**
- **What do YOU want to know/discuss/takeaway?**
- **Leader? Manager? Something else?**
- **The Workforce (Yesterday, Today and Tomorrow)**
- **Leadership/Management:**
 - **Where we were!**
 - **Where we are (or perceived to be)!**
 - **Where we HAVE to be (we no longer have a choice)!**
- **Q&A**
- **A lil surprise.....(gotta stay until to end)** 

Who's in the Room?

LEADER

ROGUE

DISRUPTOR

Who's in the Room?

MANAGER
EFFECTIVE
CONSCIENTIOUSNESS

Leaders & Managers

- Rogue
- Disruptor
- Game Changer
- Envelope Pusher
- Change Agent
- Credible
- Architect of Change
- Strong EQ
- Transparent
- Social boldness
- Tough-mindedness
- Effective
- Process and Systems Oriented
- Curious
- Cautious
- Manage Status Quo
- Predictable
- Accountable
- Being Liked
- Conscientiousness
- Self – Aware
- Dominate

Outputs

- Leaders create a vision, managers create goals.
- Leaders are change agents, managers maintain the status quo.
- Leaders take risks, managers control risk .
- Leaders build relationships, managers build systems and processes.
- Leaders create fans, managers support employees.
- Leaders coach, managers direct.
- Leaders focus on people as people, managers focus on position and titles.
- Leaders seek to explore the unknown, managers are more comfortable with the “known and proven”

Fifty Spoken

“Leadership actions precede
leadership titles”

-Dr. Noel Hacegaba



THE WAY WE WERE.....

The History of Workforce
Development and
Management

To Sum it up.....

“Do what I say or else.....”

- The Boss Man

To Sum it up.....

“I know it’s not right, but I need this
job...”

- The Frantic Employee

To Sum it up.....

“This is a good paying job. I am staying here until I retire....”

- The Uninspired Employee



THE WAY WE ARE...

**The Current State of
Workforce Development and
Management**

To Sum it up.....

“Management has rights, right?”

- The Unsure Supervisor

To Sum it up.....

“You’ll be hearing from my union representative?”

- The I Know My Rights Employee

To Sum it up.....

“I gave my supervisor that report five minutes ago, and I still have not heard from her?”

- The New Employee

No One is Exempt.....





THE WAY WE HAVE TO BE...

The Future of Workforce
Development and
Management

Fifty Spoken

“Management is doing things right; leadership is doing the right things.”

– Peter Drucker

What is needed NOW!

- ***What we do is very important – We Matter!***
- ***Acknowledge that we have to do things differently!***
- ***KNOW more than just your respective discipline!***
- ***Data and Metrics matter!***
- ***Must be viewed as a credible resource***
- ***Do not shy away from “courageous conversations”***
- ***Be willing to call “a thing, a thing”***
- ***Manage PERFORMANCE***
- ***Know your EQ inside AND out!***
- ***Recognize message vs. messenger***



What is needed NOW!

- ***Pay attention to what's NOT being done or said***
- ***Stay current with leadership/management trends***
- ***Ask for HELP***
- ***Embrace intellectual curiosity***
- ***Do not underestimate the power of establishing/maintaining internal relationships***
- ***SEE and TALK to your team! Take notice.....***
- ***Be okay with uncomfortable – being and causing***
- ***Be Kind, not only to others but to YOURSELF!***



Q&A



RESOURCES

- *Havard Business Review – July/August 2015*



<https://inside.6q.io/whats-the-difference-between-manager-and-leader/>

<https://www.forbes.com/sites/williamarruda/2016/11/15/9-differences-between-being-a-leader-and-a-manager/#3a23de004609>



THANK YOU

STACEY V. LEWIS, SPHR, SHRM-SCP, IPMA-SCP

Director of Human Resources

Port of Long Beach

Stacey.Lewis@polb.com

LinkedIn: Stacey Lewis