

Optimizing Your Most Important Asset - Human Resources

“Talent Leadership”

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Port's Require Diverse Talent

- ❖ Assets are managed – People look for Leadership!
- ❖ The difference between bankrupt firms and highly successful ones is often primarily their people
- ❖ Ports require diverse and proactive work teams of inside and outside talent
- ❖ Your role is to set your Port or Terminal talent up for success



Why Do We Work?

- ❖ Provide for our own needs and those of our family
- ❖ To be a part of something successful beyond ourselves
- ❖ We want to contribute to our community – matter
- ❖ We want recognition
- ❖ To grow, learn, improve
- ❖ Medical benefits – Pensions – Insurance – “Social Security”
- ❖ Intangibles - Vary by person



Ports and Terminals Vary

- ❖ White Collar – Blue Collar – Technical
- ❖ Executive Teams
- ❖ Business Development Teams
- ❖ Regulatory – Compliance – Government Relations
- ❖ Accounting – Administration – Technology
- ❖ Security – Gates – Access Controls
- ❖ Engineering and Construction
- ❖ Terminal Operations
- ❖ Real Estate – Tenant Relations
- ❖ Stevedores – Yard Labor Forces
- ❖ Third Party Contractors



Your Role As A Manager . . .

- ❖ Know your team's strengths, weaknesses, talents
- ❖ Understand the task at hand and what is required to succeed
- ❖ Establish goals and define successes
- ❖ Place the right talent and skills together and monitor progress
- ❖ Compensate Fairly – Benefits and Wages
- ❖ Celebrate Success Publically
- ❖ Coach and confer privately on failures



Talent Today Demands New Skills

- ❖ Training and growing to meet today's skills is critical – you work with firm's that get it – you are here
- ❖ Our skill and technical needs continue to evolve – what go us here will not always get us to the next level or work tomorrow
- ❖ Create strategic teams designed to succeed and equip them with the resources to get things done
- ❖ Hire people smarter than you are!



Don't Be Afraid To Fail

- ❖ Government and Port staff are often safe and afraid to change status quo – so was Detroit; NY Central, America Metro, UAW prior to bankrupt GM and Chrysler
- ❖ We only grow when we reach a little further and stretch ourselves
- ❖ We could fail but so did Einstein, Edison, Ford, Microsoft, Lincoln and Churchill and many more
- ❖ Create a work place where people reach, try things, grow – create safe reach environment



Work In A Respectful

- ❖ Value all in the team
- ❖ Labor – Blue collar workers are who gets the job done
- ❖ Every team member matters not just the stars
- ❖ Watch bloat and excess always
- ❖ Focus on the Mission and Goals
- ❖ Plan, implement, adopt, measure
- ❖ Move people into their most productive role where they can flourish



Common Pitfalls

- ❖ Don't forget to say "Thank You" – "Great Job"
- ❖ High performers do not automatically make great managers – often they fail
- ❖ Watch for sale-secure people laying low and staying under the radar
- ❖ Listen to other opinions and get diverse points of view
- ❖ Avoid group think – someone is the end decision maker
- ❖ Communicate success and problems
- ❖ Don't be afraid to change things



Strategic Planning

- ❖ Executive Team needs a shared plan
- ❖ Have departments and teams create goals, objectives and implementation strategy that is consistent with the organization's mission – goals – overall strategy
- ❖ Have measureable metrics of what success is at your entity
- ❖ You need to know where you are going and have the talent and resources to get there



Don't Forget Yourself

- ❖ Look at yourself and evaluate your strengths – skills – weaknesses and where you want to be
- ❖ Discuss your long range plans, goals and objectives with your team and make sure senior management knows you
- ❖ Match your goals best with the right organization or career development
- ❖ Love what you do or change your path – Reinvest in yourself

