Workforce Development and Management

AAPA Marine Terminal Management Training
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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
• 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”
“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
“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
“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!
• Havard Business Review – July/August 2015


THANK YOU

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