Optimizing Your Most Important Asset - Human Resources

“Talent Leadership”

John Walsh
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
- 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 got 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 measurable 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