First Class Talent Management For The Modern Industrial Worker

Presented by:
J. Kevin Kelly
CEO, Rhabit Analytics
Our Goal

Today

Explore the forces impacting the options operators have for solving talent challenges

Be moderately acerbic while maintaining intellectual honesty
How We Get There

Who is this 🤡?

An (ultra) brief history for context

Forces Working Against Us

Forces In Our Favor

Opportunities for impact

Q&A
Who Am I?

• Background in Tech
• Worked in Manufacturing
  • Airfoils
  • Synthetic Diamonds
  • Blood Collection
• Co-Founder of Rhabit Analytics
  • Talent Management Startup in Pittsburgh
What Is Talent Management?

- Massive Domain
- We’ll Focus Three Key Areas

Hiring  Development  Retention
An Ultra Brief History of TM
Bears, Beets, Battlestar Galactica
PIG IRON, WAR, MOONLanding, INTERNET
Talent Management as a term was born in 1997
TM used to be exclusively for the knowledge worker

They’re more expensive and harder to replace, supply historically more constrained
“The times they are a changin’”

- Some old dude none of your under 25 workers have heard of.
Labor markets are tightening.
Regulatory Impacts

• Regulation isn’t just for processes anymore!
• Looming laws around classification of contractors have huge potential impacts
Software is eating the world

### The Age of Tech

Market capitalization of the world's most valuable public companies

<table>
<thead>
<tr>
<th>Company</th>
<th>2006</th>
<th>2016*</th>
</tr>
</thead>
<tbody>
<tr>
<td>ExxonMobil</td>
<td>$362.5b</td>
<td>$571.4b</td>
</tr>
<tr>
<td>General Electric</td>
<td>$348.5b</td>
<td>$530.6b</td>
</tr>
<tr>
<td>Microsoft</td>
<td>$279.0b</td>
<td>$445.5b</td>
</tr>
<tr>
<td>Citigroup</td>
<td>$230.9b</td>
<td>$362.4b</td>
</tr>
<tr>
<td>BP</td>
<td>$225.9b</td>
<td>$356.0b</td>
</tr>
<tr>
<td>Royal Dutch Shell</td>
<td>$203.5b</td>
<td>$355.6b</td>
</tr>
</tbody>
</table>

* as of August 1, 2016

Sources: Yahoo! Finance, Forbes
GLOBALIZATION AND ITS IMPACT ON ECONOMIC GROWTH

BENEFITS

TECHNOLOGICAL INNOVATION

FOREIGN DIRECT INVESTMENT

ECONOMIES OF SCALE

INEQUITABLE DISTRIBUTION

RISKS

INTERDEPENDENCE

THREAT TO SOVEREIGNTY
Forces In Our Favor
Technology is getting cheaper
Technology is more ubiquitous than ever.
Rapid change is becoming socially normative. It’s becoming easier to take advantage of the “Opportunity Gap”.

Figure 1. What appears to be happening

- Mobile, sensors, AI, cognitive computing
- Access to technology by consumers globally
- Technology infiltrates home and political life

Deloitte University Press | dupress.deloitte.com
Software is eating the world

Manufacturing Automation Evolution

Demand-Driven Factory of the Future (data transformed into actionable information to drive customer value)

Synchronized Factory (connected systems and data)

Technology Silos (disparate enterprise system and machine data)

Some Automation (SPC and spreadsheets)

Manual Processes (schedule boards and Kanban cards)
Let’s leverage these forces

Embrace the 4th Industrial Revolution
Lower Costs Creates Opportunity

Employees value opportunities to improve, and it's getting cheaper to provide them.
Ubiquity = Reach

- Leverage social media to magnify impacts of talent management investments, this improves attraction and retention over time.
  - Pictures of training
  - Testimonials
  - Marketing isn’t just for your product
Lower Cost + Normative Change Increases Opportunities To Experiment

- Try new platforms
- Try a “proof of concept” approach
- Communicate that it’s ok if it fails
Talent Management Has Proven Impacts

- Small wins that stabilize talent pipelines could have huge impacts on:
  - Quality
  - Production efficiency
  - Cost of effort to scale

- Remember: Early investments compound
Questions?

Reach out: kevin@rhabit.co

Visit: rhabitanalytics.com