

Building a sustainable talent pipeline...

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learnpurple **talenttoolbox**


transform your organisation the innovative people solution

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Key issues

- Good no longer good enough
- Customer service → memorable customer experience
- Multi everything workforce
- Stakeholder / economic pressures
- Joined up thinking
- Culture and values





19% - Engaged
61% - Potentials
20% - Actively disengaged

**Actively disengaged has
doubled since 2008**

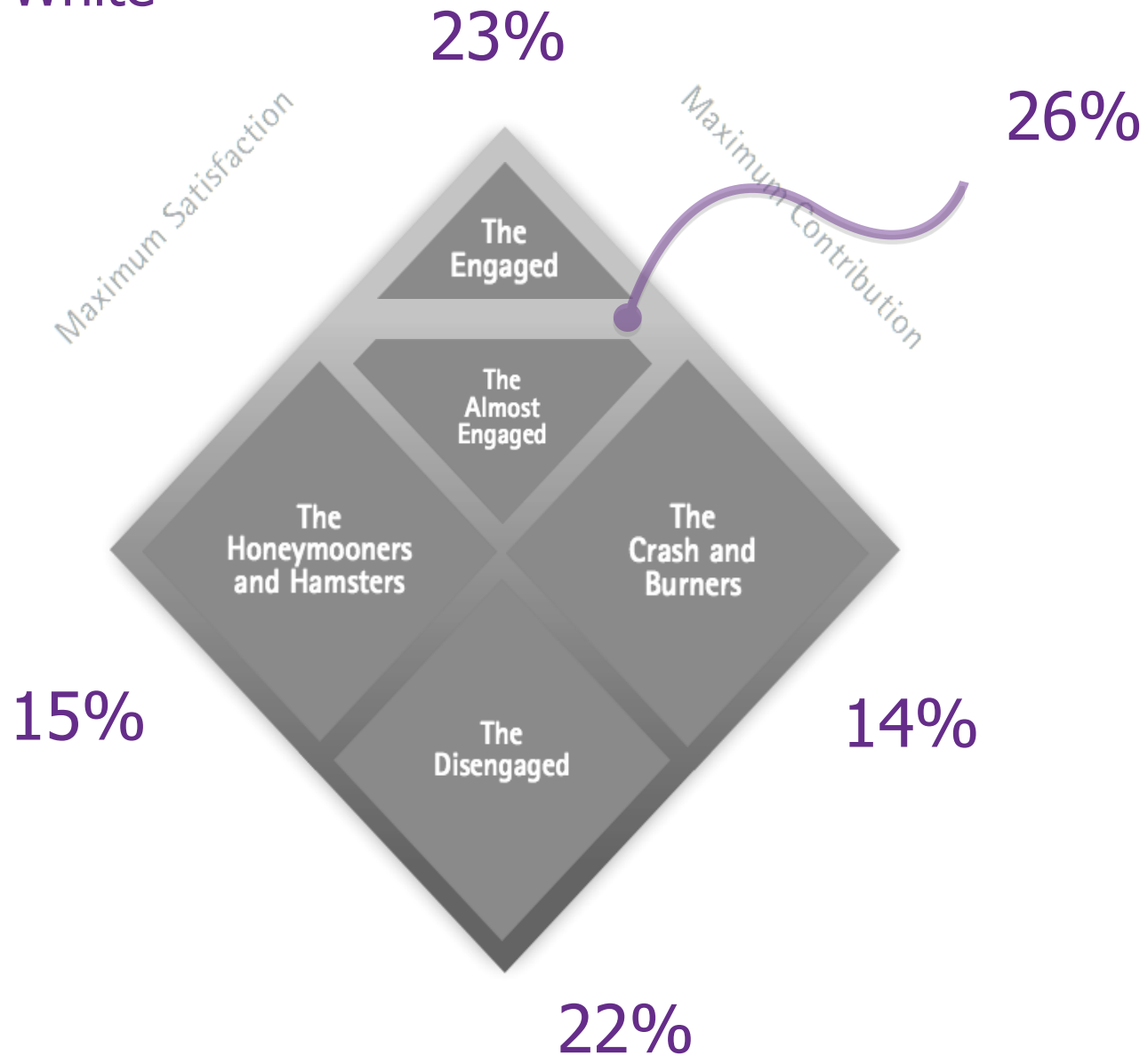
58,000+ respondents

34 countries

20 industries

Corporate Leadership Council –
Global EVP Survey 2008

Blessing White



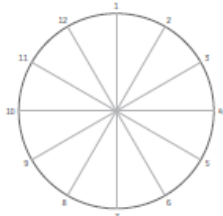
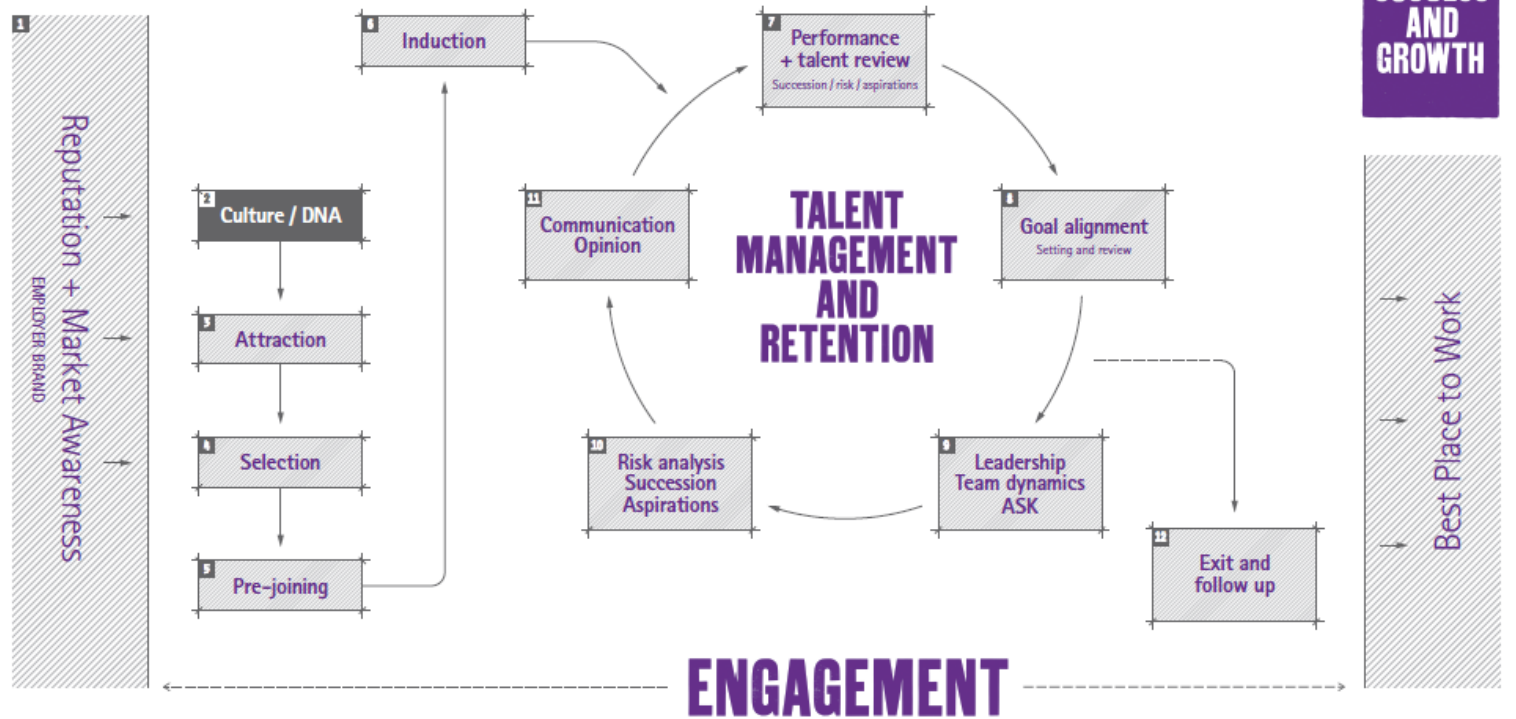
**BECOME
A GREAT
PLACE TO WORK**

THE PURPLE PLAN

JOINED UP TALENT MANAGEMENT

PREPARED BY

learnpurple
transform your organisation



NOTES:

COMPANY:

DATE:

TITLE:

SHEET NO:

NOTES:

SHEET SIZE:

A2



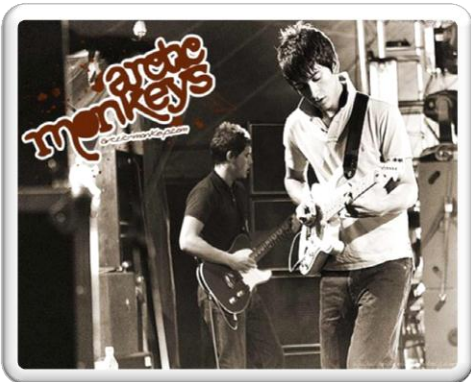
THE WHO sings MY GENERATION

Including:
THE KIDS ARE ALRIGHT
INSTANT PARTY
OUT IN THE STREET
PLEASE, PLEASE, PLEASE

Baby Boomers
1945-1961



Generation X
1962-1981

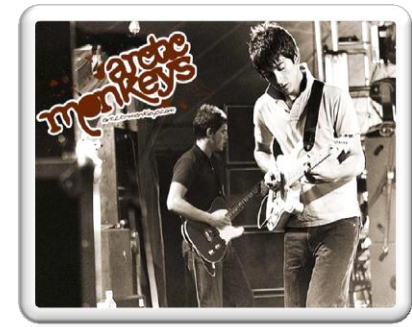
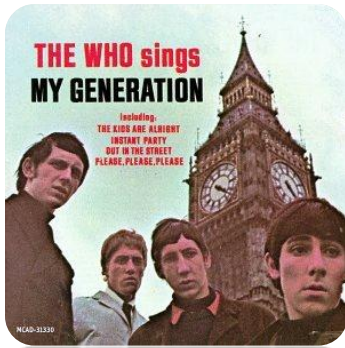


Generation Y
1982-2000



Generation Z
2000>





Live to work	Work to live	Work to fund lifestyle
Long hours and dedication	Do the necessary and go home	Work life balance, bored easily
Motivated by prestige, perks, status	Motivated by change, freedom, respect, outputs	Motivated making a difference
Knowledge = Power	'Show me what you know'	Generation 'Why?'
Compliance, parent-child relationship with employer	Adult to adult relationships	Confidence to have adult to adult relationship
Know they've done a good job	Like regular feedback	Like immediate feedback
Make own decisions without consultation	Take direction and then get on with it	Need constant collaboration / direction
Respect structure and hierarchy	Have disdain for authority and structure	Family values – require nurturing environment
Like being in control	Hate being micro-managed	Need help with problem solving, like to share
Want to lead	Self-reliant, cynical	Don't want to lead
Resist change	Relish change	Flexibility
Value experience	Assert individuality	Experience irrelevant
Competitive and resilient	Want to fix Boomers' 'mistakes'	Want to take on tough, meaningful jobs
Parents said "Just do it"	"Stand on your own two feet"	"You're wonderful and brilliant at everything"
Kept opinions to themselves	Shared their opinions	Think you want to know their opinions

If you do only three things:

1. Culture / values
2. Joined up talent management
3. Embrace diversity
(& understand the team dynamic)

Bonus tip : **Join the purple revolution:**
www.learnpurple.com/purple_revolution

learnpurple.com
talenttoolbox.com

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PURPLE YOUR PEOPLE



THE SECRETS TO
INSPIRED,
HAPPY, MORE
PROFITABLE
PEOPLE

"Remarkable! A new, innovative approach
to HR practise and the people stuff"
Joe Bloggs

JANE SUNLEY