

The Strategic Workforce Planner

February 2014

Developing Your Hardworking Workforce

Do you have the right people on the bus and are they in the right seats?

In today's workforce, the answers to these questions can often be the difference between success and failure. Having the right people on the bus, a term coined from Jim Collins' book "Good to Great," is one of the key factors. It is important that your employees fit your culture and have the necessary skill sets.

In any employer setting, the culture and values for your organization are paramount. A culture whose foundation is constructed on training and professional development helps to build and sustain a high performing organization. Understanding the skill sets of your employees allows an opportunity for targeted, deliberate recruitment and creates a mechanism for professional growth.

Targeted Recruitment

Having a balanced, diverse workforce is critical; by truly understanding the skills sets of your current employees, your recruitment efforts can be deliberate. Hiring is an expense and by targeting for specific needs, you can reduce that expense. Conducting a Job Task Analysis for the positions to be filled will clearly define and clarify the skills needed to be successful in a job.

For more information on Job Task Analysis please visit:
<http://www.edsisolutions.com/skills-analysis>

Quick Links

[More about EDSI](#)

[Contact Us](#)

[Join the SWP Newsletter Mailing List](#)

[SWP Newsletter Archive](#)



"I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people, not on strategies."

— Lawrence Bossidy, Former COO of GE

Customized Training

Have you ever spent thousands of dollars on training for your employees only to find out later that half of them already knew the information? Focused training on the specific skills that are critical to a job position will decrease training time and free up your budget. On-the-Job training is a great way to increase the skill level of employees! Identify a subject matter expert for that job and pair him/her with an employee that needs more experience.

Professional Growth and Development

In many of our training projects, the initial need discussion has stemmed from employees asking for more training and development. The majority of employees want to learn more, become an integral part of the company and pursue appropriate career paths.

Company Culture/Fit

While at a conference this past week on Workforce Planning and Analytics, I heard a lot of statistics presented and discussed regarding training, skill gaps and hiring. Out of all of the numbers, percentages and key information, the one critical piece to hiring that many executive level HR professionals agreed upon was “did they fit the company culture?” You can train almost anyone on the skills needed to perform a job well, but once you find that potential hire who fits your company culture and sees your vision and mission statement, hire him/her and invest in the training time.

Do you have the right people on the bus and are they in the right seats? If not, what are you planning to do about it?

Roe Falcone

Regional Director of Operations- EDSI

Stay Tuned for Upcoming Topics Including:

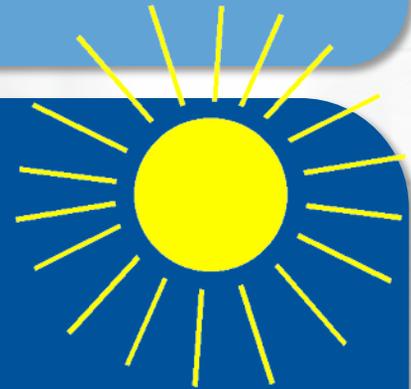


- Employee and New Hire Skill Analysis
- Technical Planning
- Skill Gap Assessments

Add to Your Reading List

[True Alignment: Linking Company Culture with Customer Needs for Extraordinary Results](#) -By Edgar Papke

[Six Components of a Great Company Culture](#)
-By John Coleman



Upcoming Conferences A GREAT EXCUSE TO GO SOMEPLACE SUNNY!

HCI – [Human Capital Summit & Expo](#)

April 8-10; Orlando, FL

SHRM – [2014 Annual Conference & Exposition](#)

June 22-25; Orlando, FL

HRPS – [Global Conference](#)

March 30-April; La Jolla, CA