

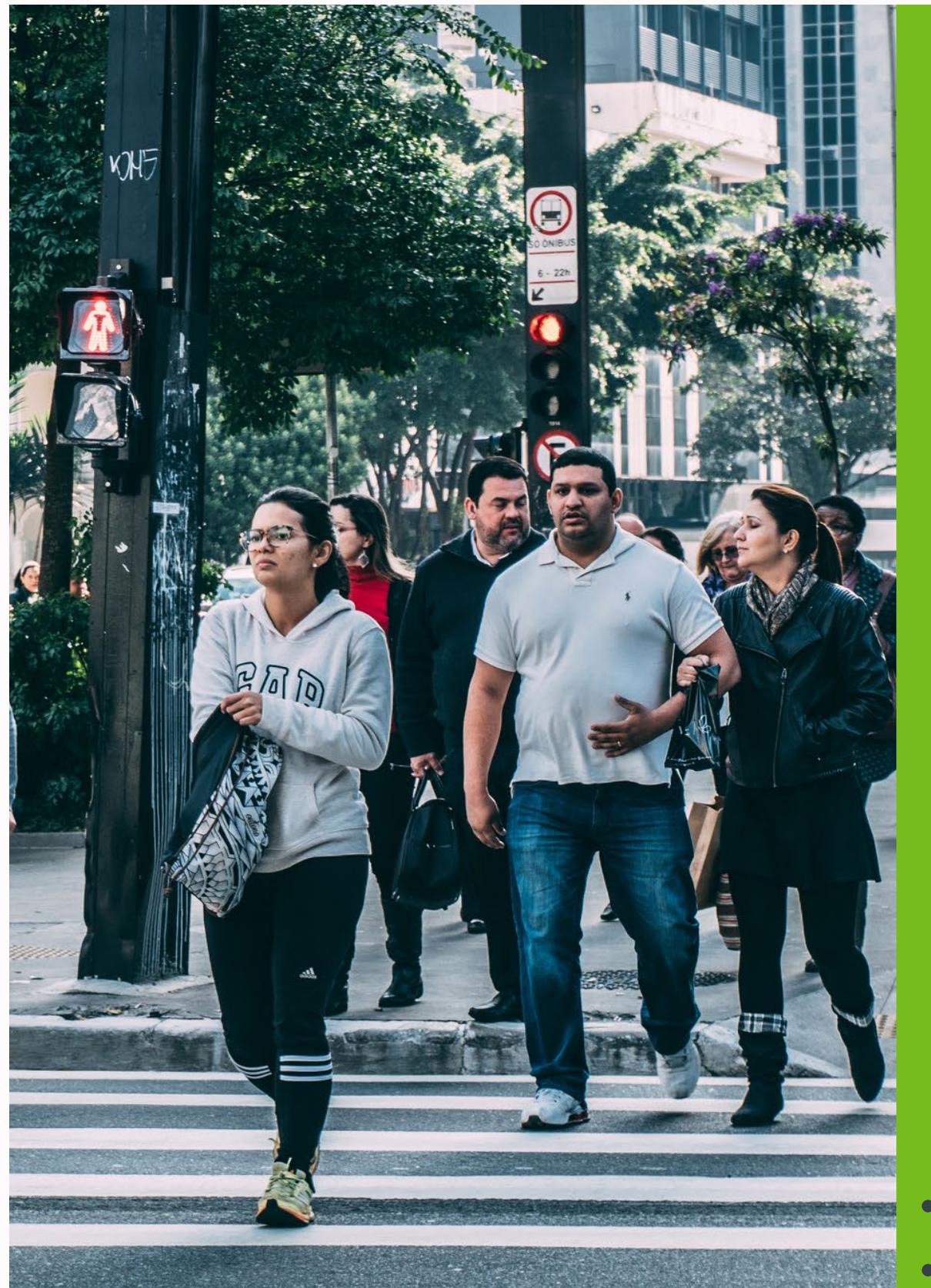
# Bridging Gaps, Building Futures: Your Role as a Workforce Innovator



Dr. Kimberly A. Moore

# Conversation Roadmap

- 01 The Intersection
- 02 Recharging & Reframing
- 03 The Landscape
- 04 Igniting the Spark: Fostering Innovation and Growth
- 05 Tapping into Your Superpower
- 06 Key Ingredients for Being the Best You
- 07 The Playbook



# Full Circle Moments



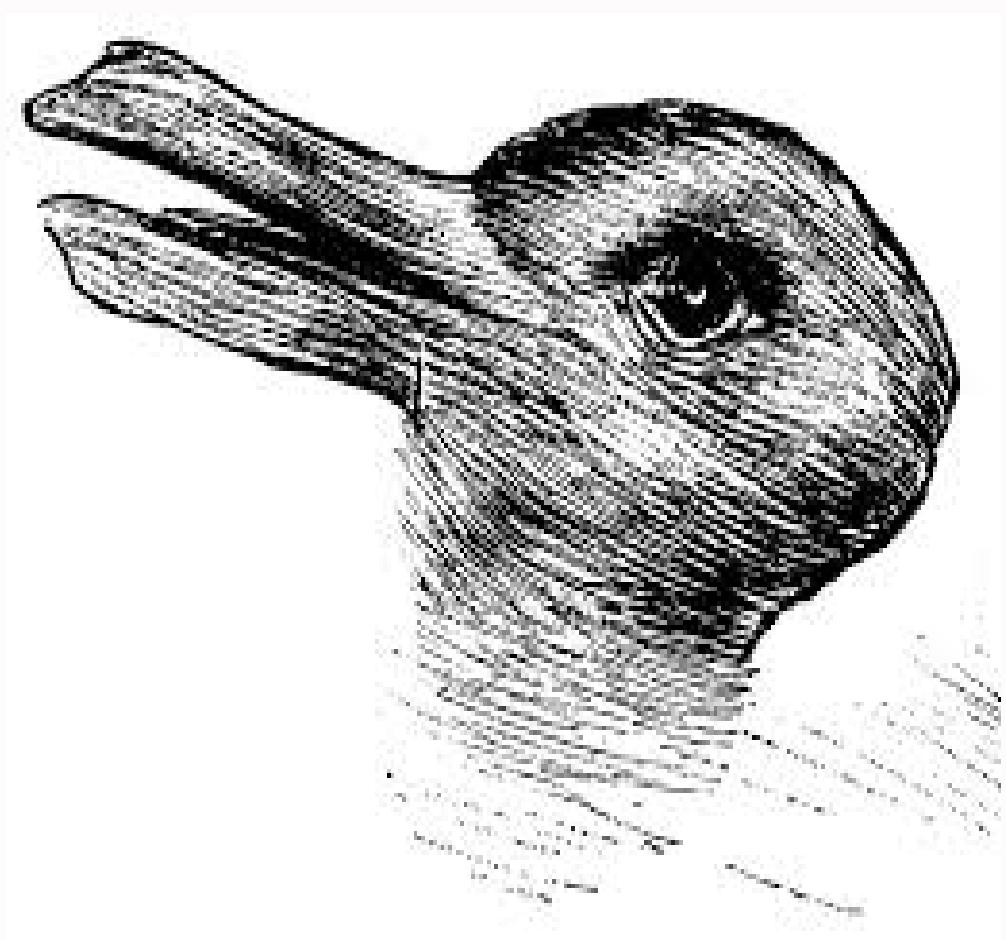


Life is a journey with many  
intersections that connect us all.

# Perceptions



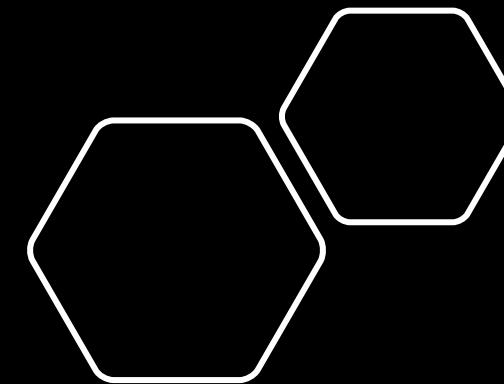












# Reframing



# Is Your Glass Half Empty or Half Full?

## Half Empty

1. Thankless role
2. Repetitive, uphill battle
3. It's hard, and no one seems to understand
4. New programs, new requirements
5. Upcoming monitoring (They're after us!)

## Half Full

1. ?
2. ?
3. ?
4. ?
5. ?

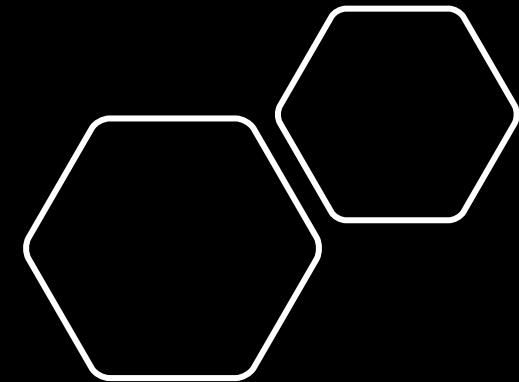




**You can't pour from an empty cup**



**Empty people, can't fill empty people.**





# Bridging Gaps Between Employers & Job Seekers



# Workforce Trends



Technology and Automation



Demographic Changes and their Implications

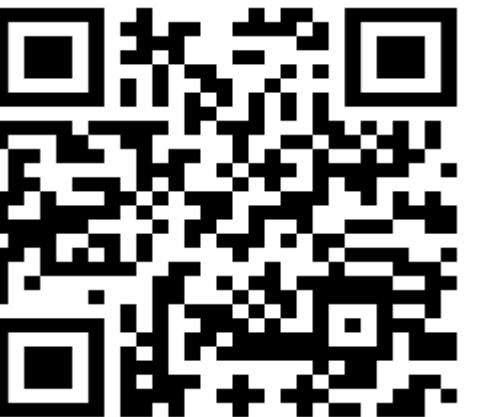


Shift to a Skills-Based Approach

Opportunity@Work – STAR (Skilled Through Alternative Routes)

Gig Economy and Remote Work Trends

# Skills Mismatch



1. Technical skills gaps in rapidly evolving industries (technical skills shelf life is shorter)
2. Soft skills deficiencies (communication, teamwork, adaptability) (ex. phone training)
3. Misalignment of Skills (education (theory vs application)
4. Utilization of technology and AI driven tools (literacy)



# Expectations Gap



1. Salary and benefits discrepancies (e.g., pets)
2. Work-life balance and flexibility misalignment (5 generations in the workplace)
3. Career growth and development opportunities (i.e., journey map)



# Communication Barriers

1. Industry-specific language
2. Generational communication differences
3. Cultural and diversity-related misunderstandings

- Can impact internally and externally





# Employer Top 3 Wishlist

1. Closing the Skills Gap (Current & Future)
2. Implementing Customized Training Programs (speed of business)
3. Creating a Talent Pipeline (work based learning opportunities)





# Job Seeker Wishlist

1. Flexible work arrangements
2. Job security and stability
3. Meaningful work
4. Technology and tools
5. Sustainability initiatives
6. Health and safety measures
7. Social responsibility
8. Safe environment
9. Company culture and values
10. Networking opportunities
11. Recognition and appreciation
12. Competitive compensation
13. Comprehensive benefits package
14. Professional development opportunities
15. Work-life balance
16. Inclusive and diverse work

# Unlocking Innovation





# Igniting the Spark



Innovative ideas can lead to  
greater efficiency and outcomes.  
Goal: Be action oriented.

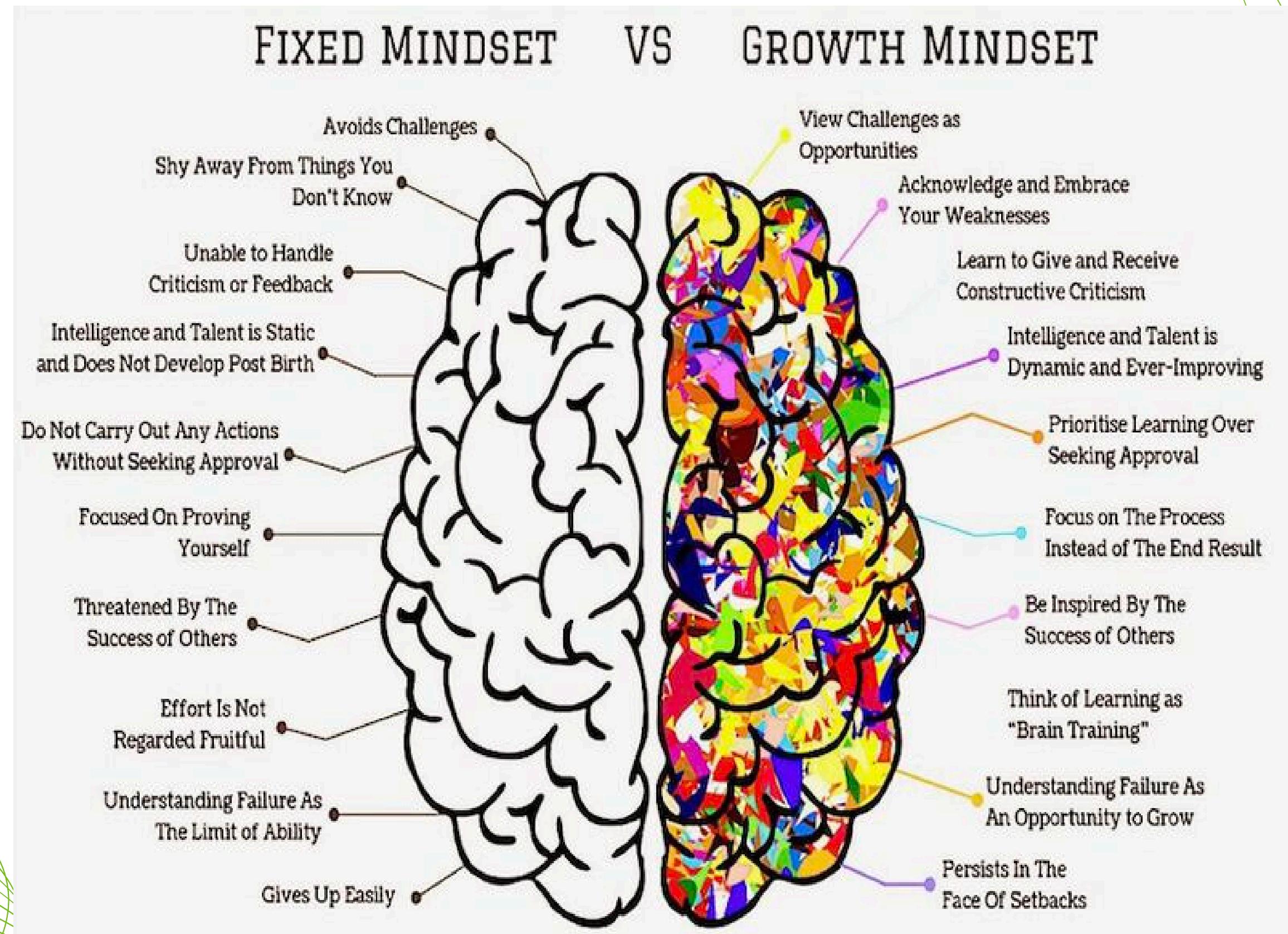


Cultivate a growth mindset  
E.g., mind maps, idea trees.



Identify the barriers to  
creativity & innovation

# Mindset Matters

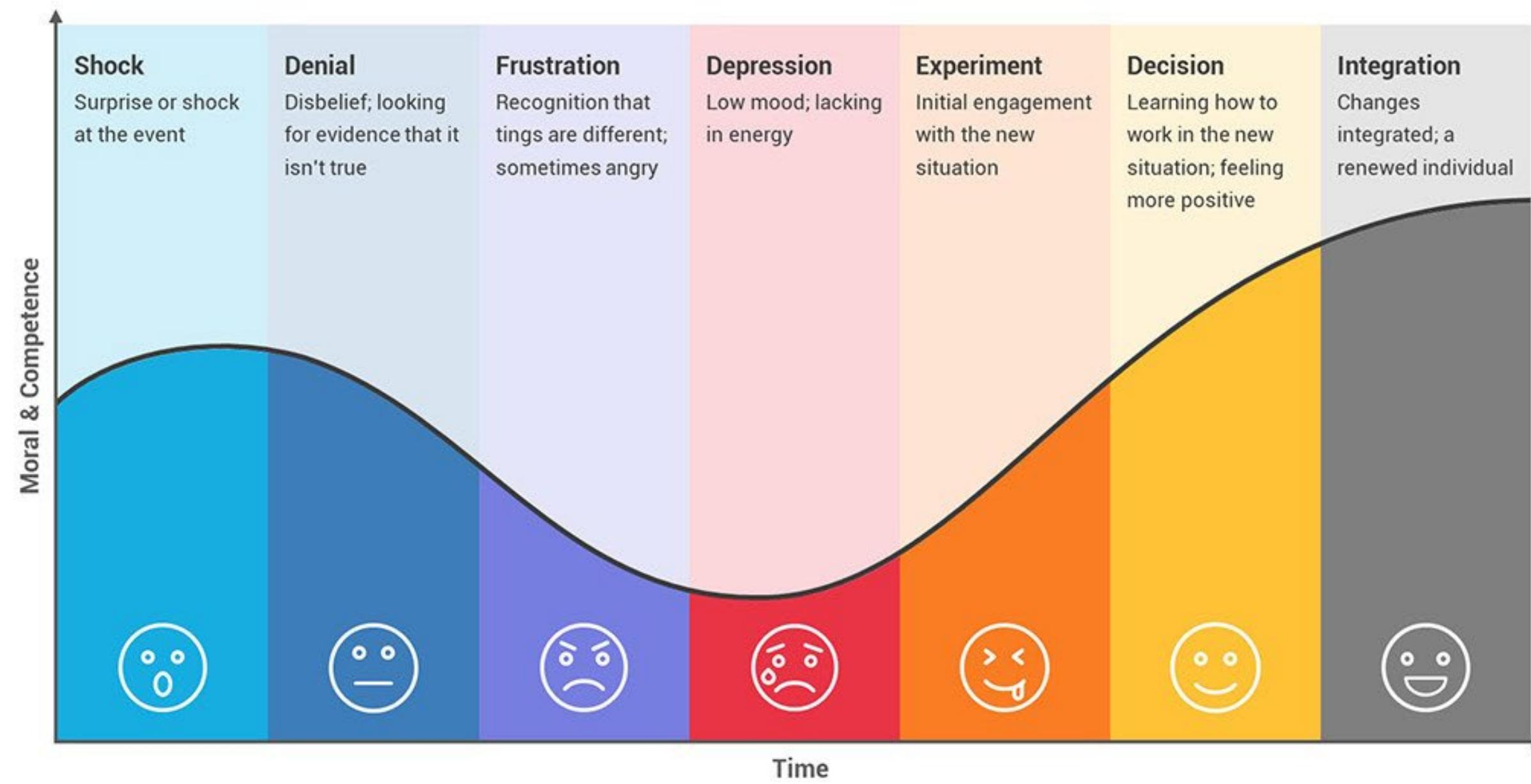




# Challenges = Opportunity

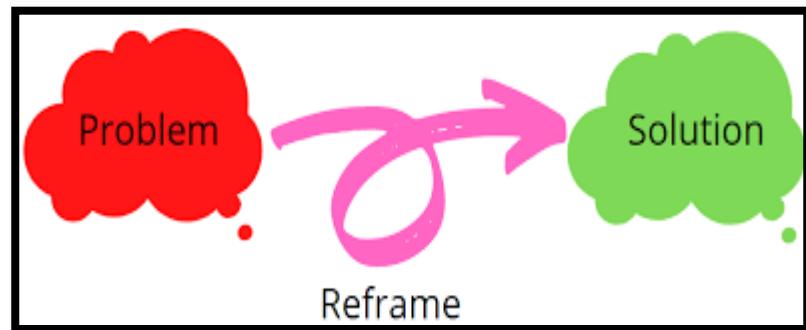
to Grow & Change

## Kübler-Ross Change Curve Model

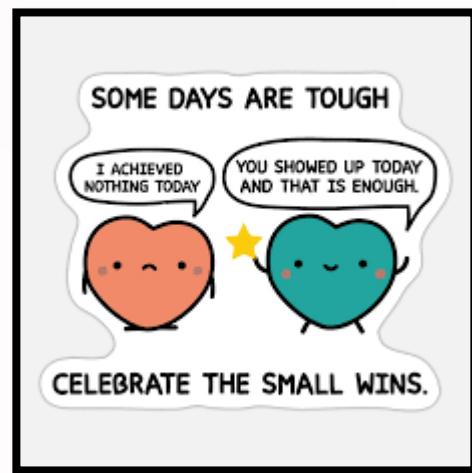


# The Positive Mindset Playbook

## Reframe Challenges



## Celebrate Small Wins



## Adopt Adapting Strategies



## Seek Support



# Top 3 Stress Relievers

1. Self- Care (physical and mental)
2. Soul- Care (spiritual well being)
3. Setting Boundaries



# STRESS MANAGEMENT

# SIX BRANCHES OF RESILIENCE

What keeps a person from giving up when things get tough.





## 4 STEPS TO LIFTING THE LID ON POTENTIAL

### 1 List 5- 10 major goals.

(Which one requires support?)

### 2. Rate yourself.

(People skills, planning and strategic thinking, vision, and achieving results.)

### 3. Ask others to rate your leadership abilities.

(report to, or look up to)

### 4. Study your scores (ex. S 8, G 6)

(What is the cause for the lid? What are the opportunities to grow?)

**The Law of the Lid**

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# The Superpower



**E**  
SY **M P A T H Y**



# Empathy: The Key Benefits

1. Build Relationships
2. Create Trust
3. Understand Perspectives
4. Foster Motivation



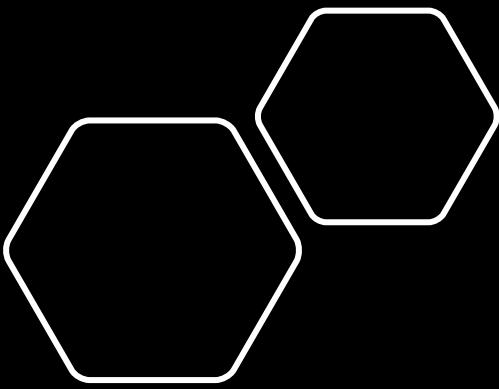


What



WHO

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LET'S STAY  
CONNECTED!

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A circular graphic with a dark gray border. Inside, there is a spiral notebook icon at the top and the text "LET'S GET STARTED" in red and black at the bottom.

