

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

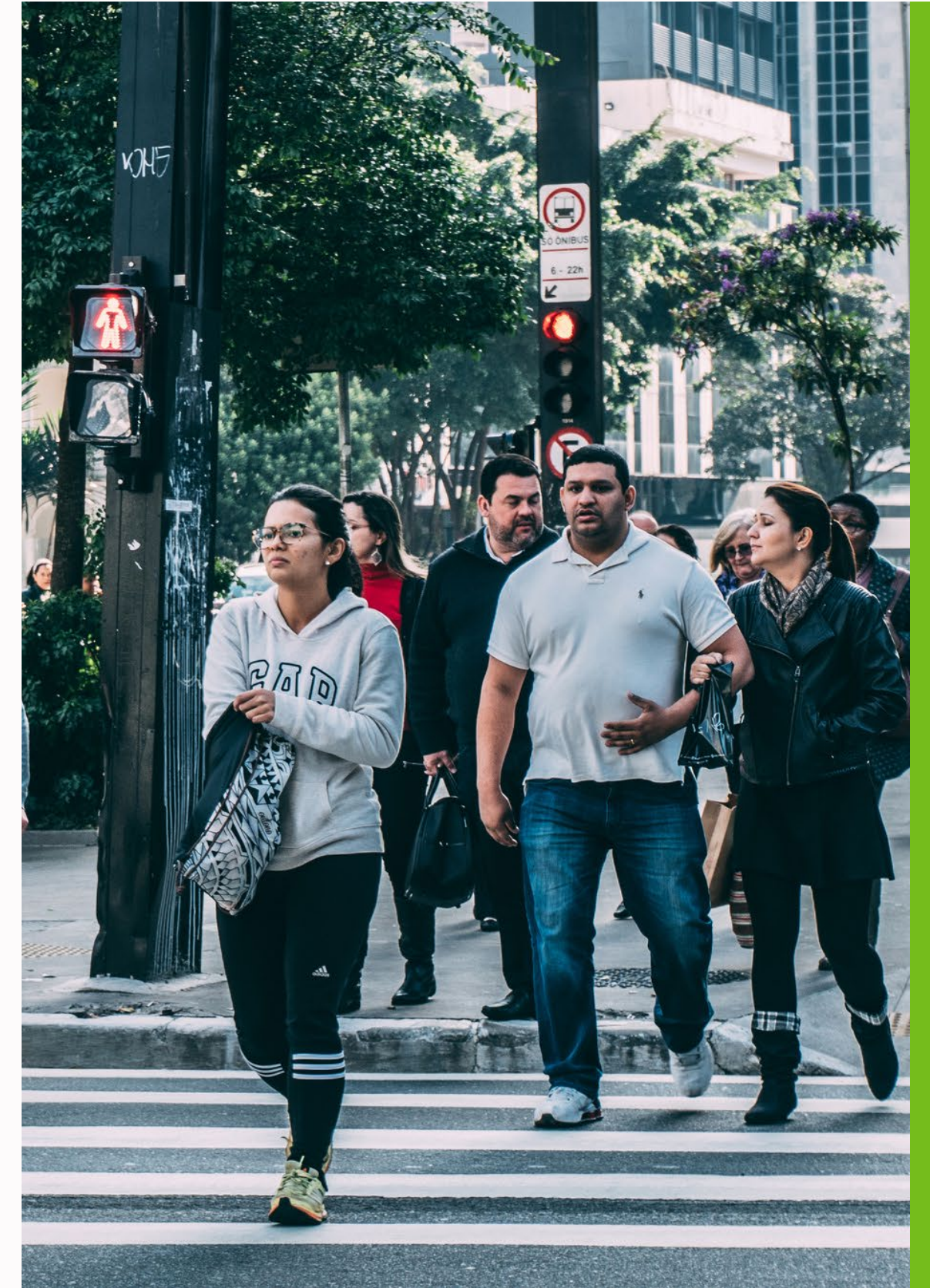


Dr. Kimberly A. Moore



# 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







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# Full Circle Moment s







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



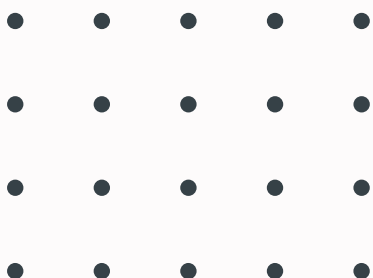
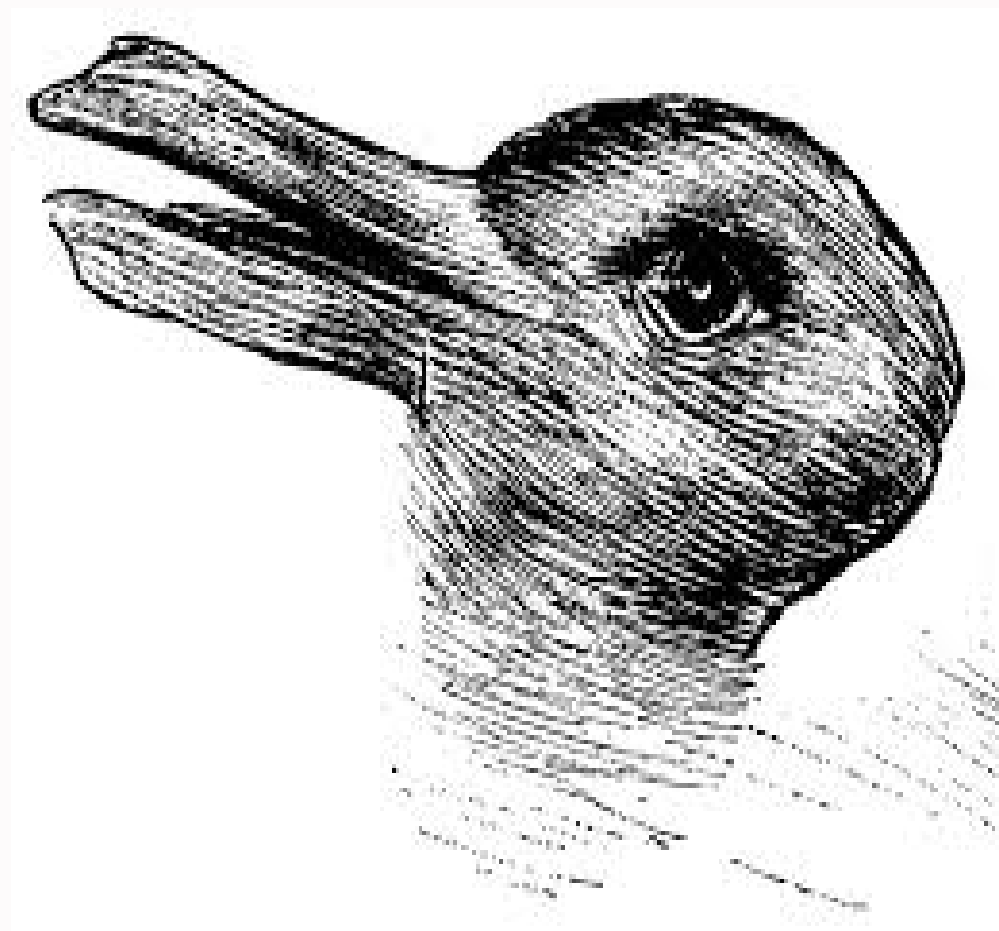
# Perceptions

















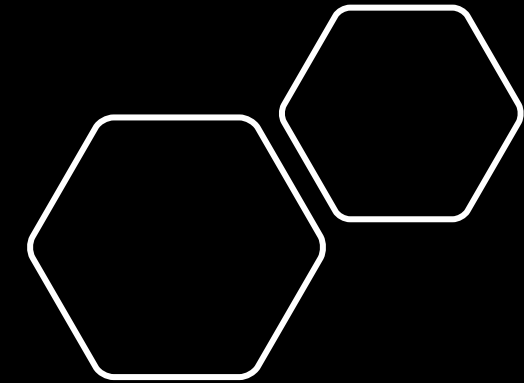


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# Reframing



Understand Cognitive Biases  
E.g., Info. confirms opinion;  
“run with it.”



Challenge Assumptions & Preconceived  
Notions  
E.g., “The Other Side of the Story”



Practice Viewing Situations from  
Multiple Angles  
E.g., “Assumption Detectives”



Shifting Perceptions Can Lead to  
Personal & Professional Growth



# 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. ?

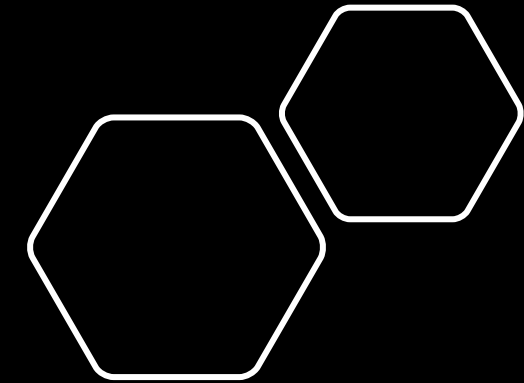


**You can't pour from an empty cup**





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









# Bridging Gaps Between Employers & Job Seek







# Workforce Trends



Technology and Automation



Demographic Changes and their Implications



Gig Economy and Remote Work Trends

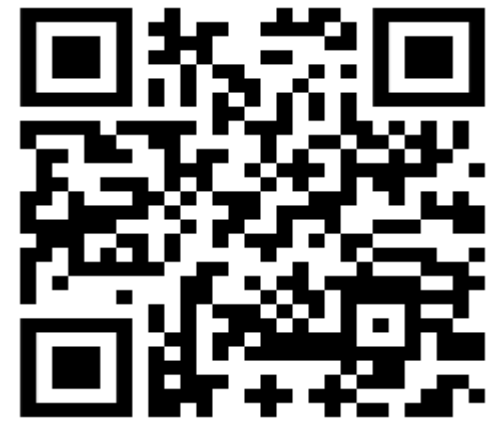


Shift to a Skills-Based Approach

Opportunity@Work – STAR (Skilled Through Alternative Routes)



# 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



Identify the barriers to creativity & innovation



Establish a safe place for sharing new ideas.

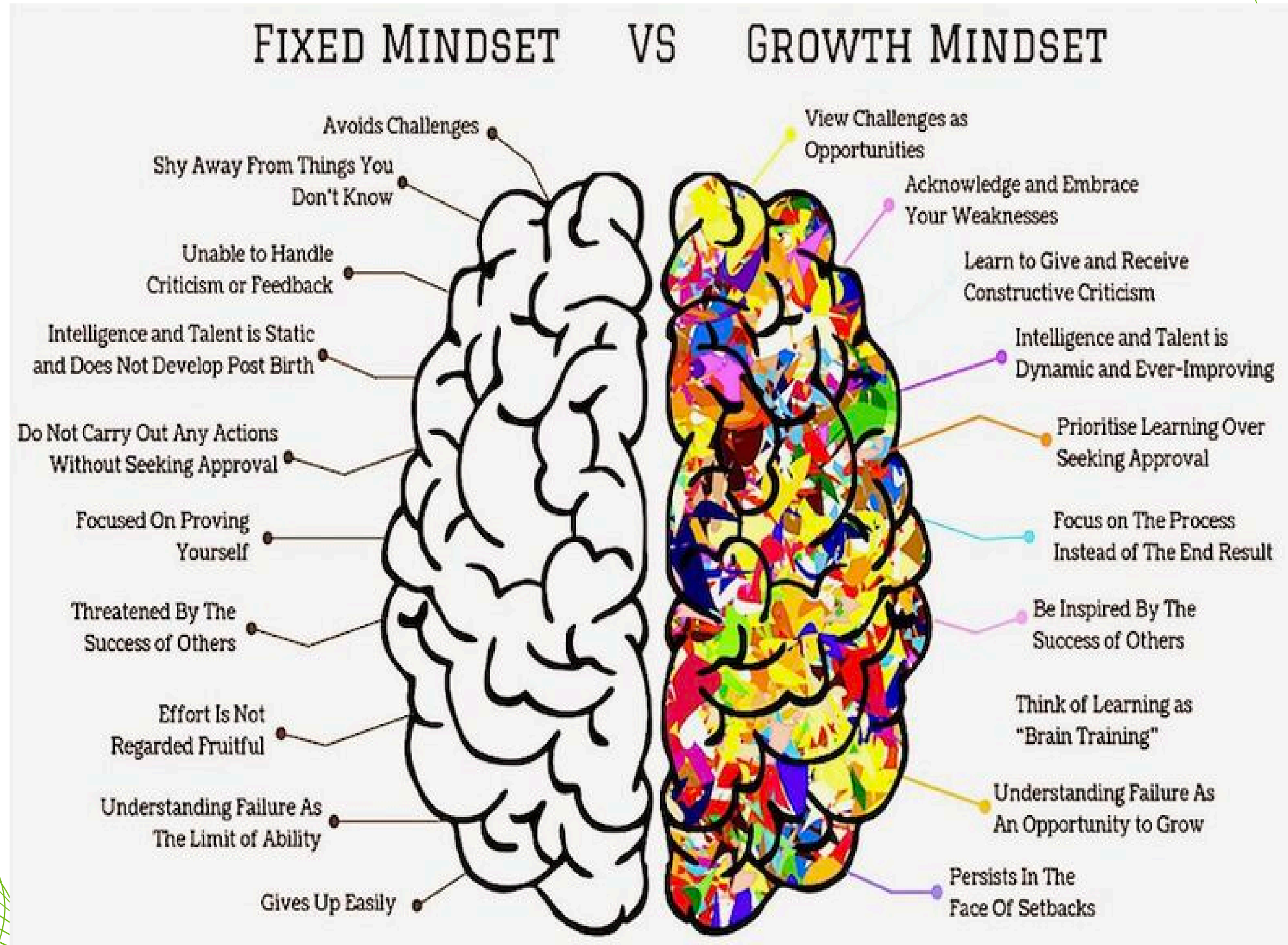


Cultivate a growth mindset  
E.g., mind maps, idea trees.



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

# Mindset Matters

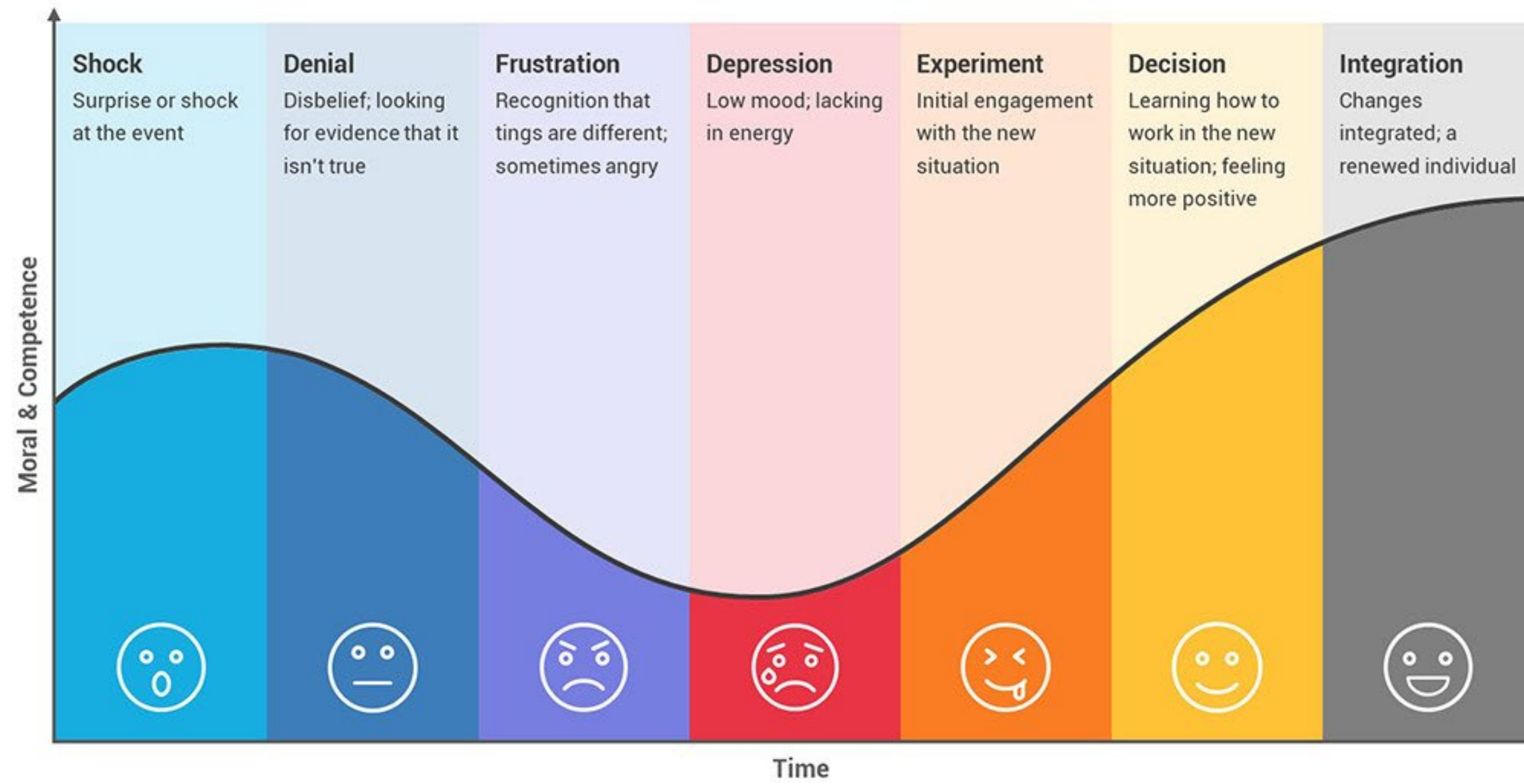




Challenges = Opportunity  
to Grow & Change



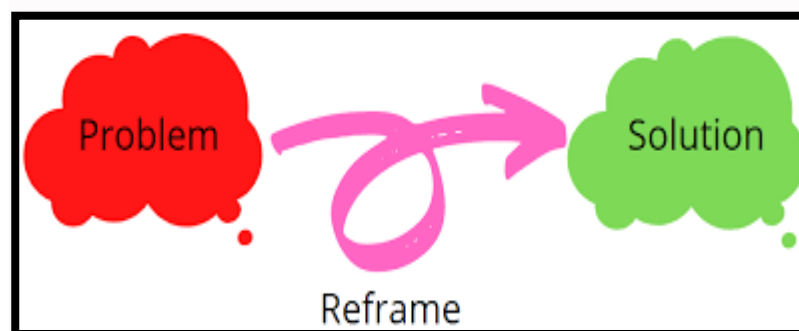
## Kübler-Ross Change Curve Model



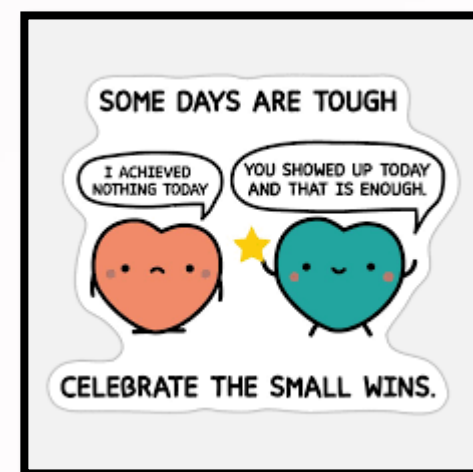


# The Positive Mindset Playbook

## Reframe Challenges



## Celebrate Small Wins



## Adopt Adapting Strategies



## Seek Support





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





# SIX BRANCHES OF RESILIENCE

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







# 4 STEPS TO LIFTING THE LID ON YOUR 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 Superpower

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



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# Empathy: The Key Benefits

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







What



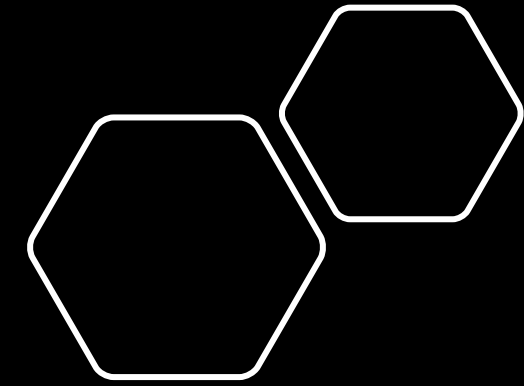


WHO



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LET'S STAY  
CONNECTED!

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LET'S GET  
STARTED

