

Human Presence in the New World of Work



WHO YOU KNOW!

WHO KNOWS YOU?



Stephen's professional career spans over 25 years in Fortune 500 companies, such as PepsiCo Restaurants International and Motorola. He also played pivotal roles as the Chief Learning Officer of Starbucks Coffee Company, and the Vice President of YUM University and Global Learning. He is also the author of five insightful and inspirational books, including his latest "You're Hired – Now What Do You Do?", the ultimate playbook to learning the rules and winning in any organization.

STEPHEN KREML

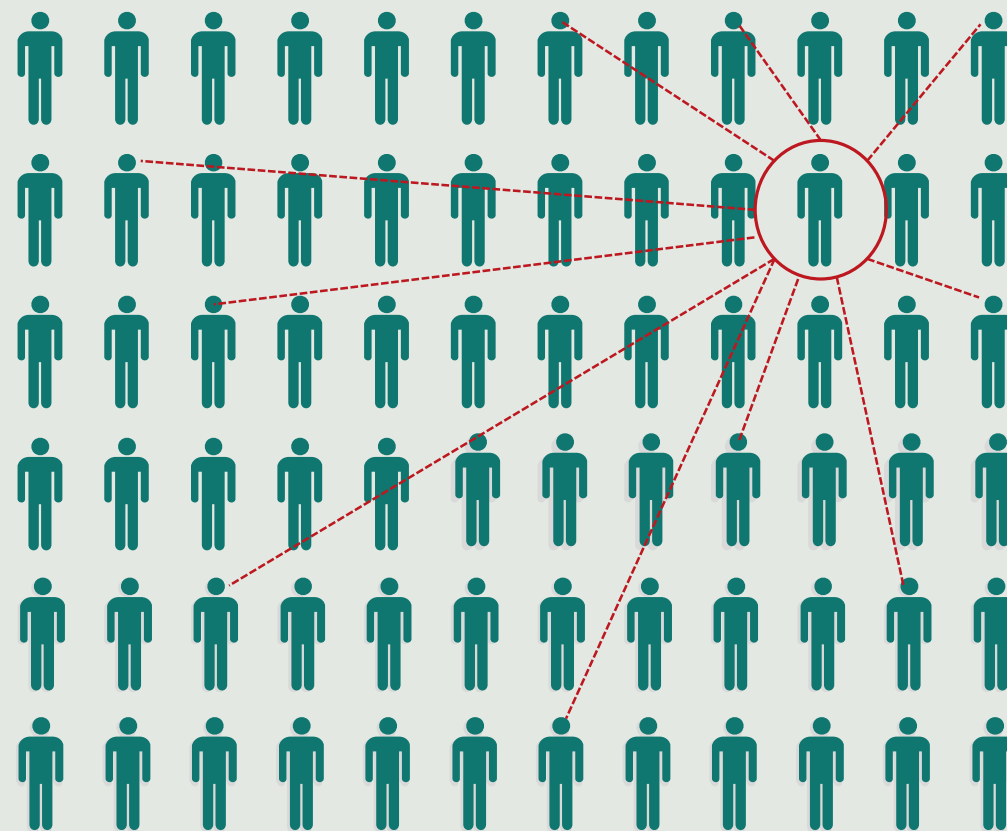
Fortune 500
prior Chief Learning Officer

It's not about
who you know

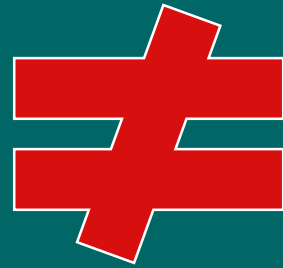




It's about
who knows you



WHO YOU KNOW!



WHO KNOWS YOU?



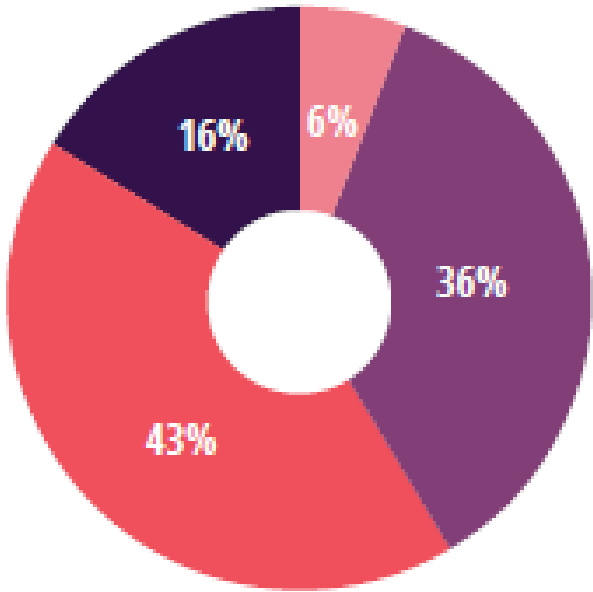
Management Searching for
Hard To Find and Often
Invisible Internal Talent

But.....

Few respondents believed their organizations were excellent at enabling internal talent mobility

How effective is your organization today at enabling internal talent mobility?

■ Excellent ■ Good ■ Fair ■ Inadequate



➔ 6% Excellent
➔ **59%** Inadequate/Fair

Note: Percentages do not total 100 percent due to rounding.
Source: Deloitte Global Human Capital Trends survey, 2019.

Talent mobility: Winning the war on the home front
2019 Deloitte Global Human Capital Trends Report

96%
C-Suite
Internal Talent Mobility
Winning the war on the
home front

➔ 76% Important
➔ 20% Top Three Most Urgent Issue

THE DIFFERENCE



STANDING OUT

POLL # 1

WHICH SKILL
IS MOST IMPORTANT
TO RESKILL TODAY?



1) TECHNICAL CORE CAPABILITIES FOR STEM



2) CAPACITY FOR INNOVATION AND CREATIVITY



3) ABILITY TO COMMUNICATE EFFECTIVELY
IN BUSINESS CONTEXT



4) ANALYTICS SKILLS AND BUSINESS ACUMEN

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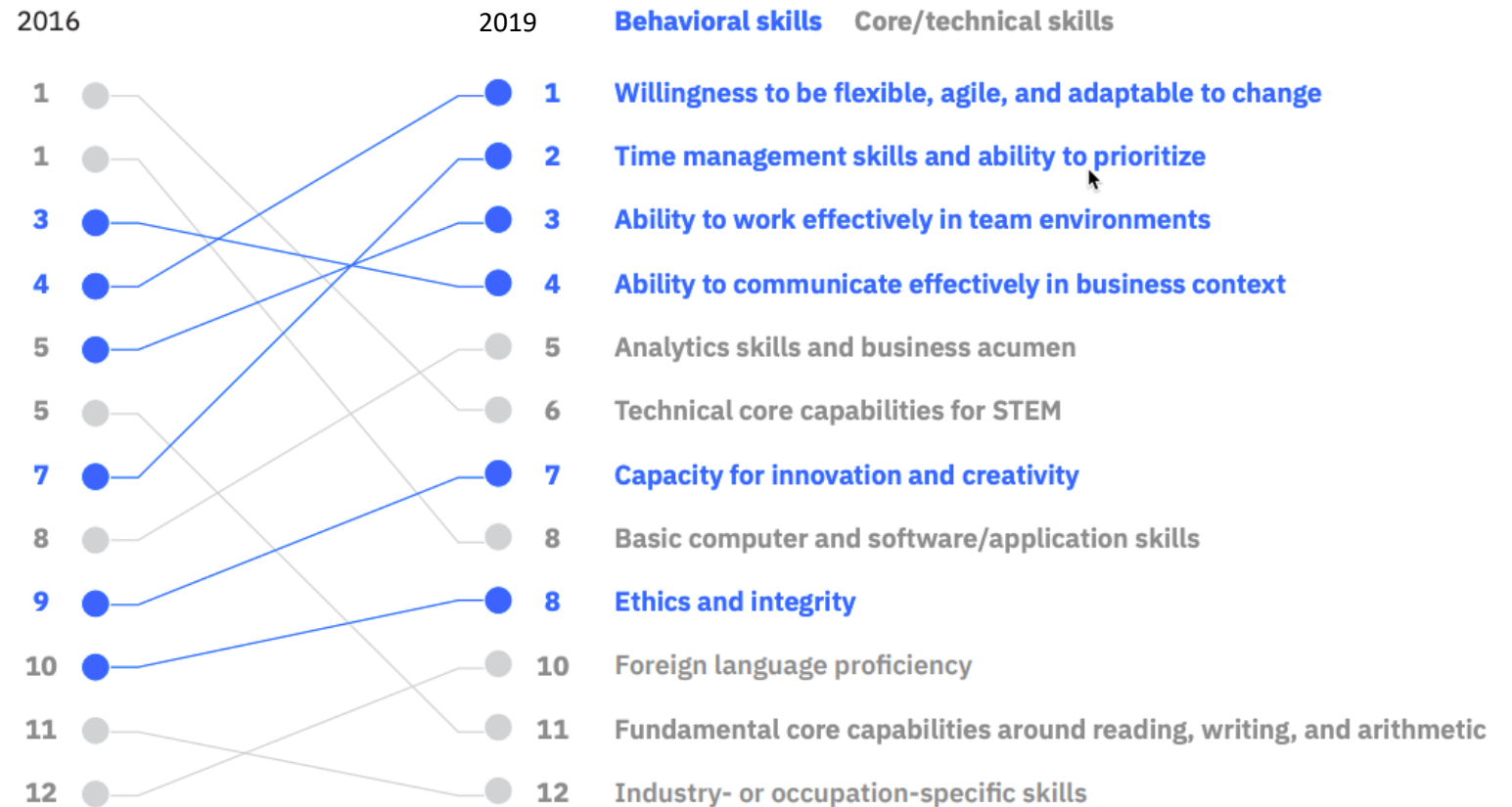
WHY?

HUMANS

Soft Behavioral skills matter the most to executives

80%

4 of the top 5 skills valued most by executives are soft, behavioral skills.



IBM 2019 study [The enterprise guide to closing the skills gap](#)

POLL # 2

**WHICH IS THE
MOST VALUABLE
COMMUNICATION SKILL?**



1) ALWAYS BEING HUMOROUS &
THE LIFE OF THE PARTY



2) ARTICULATING YOUR POINT OF VIEW CLEARLY



3) PROVIDING DETAILED PERSPECTIVES



4) WAITING TO BE CALLED UPON

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**WHICH IS THE
MOST VALUABLE
COMMUNICATION SKILL?**



1) ALWAYS BEING HUMOROUS &
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2) ARTICULATING YOUR POINT OF VIEW CLEARLY



3) PROVIDING LONG PERSPECTIVES



4) WAITING TO BE CALLED UPON

Re-Skilling

Which skills now?



Winning in the Work World | 5% Zone

Articulating Your
Point of View Clearly

**Make an impact in key business situations.
With tips on how to organize, structure, and
communicate messages.**



Winning in the Work World | 5% Zone

Articulating Your
Point of View Clearly

Key Take Aways

- How to get to the point in key meetings and presentations
- How to summarize discussions for impact
- How to utilize “Set Up” statements to get attention



Behavioral Soft Skills

Confident communication and
collaboration that encourages you to
stand up and helps you to **stand out**



Critical Behavioral
Human Experience Skills



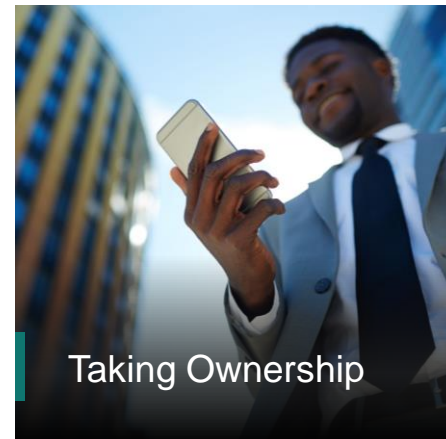
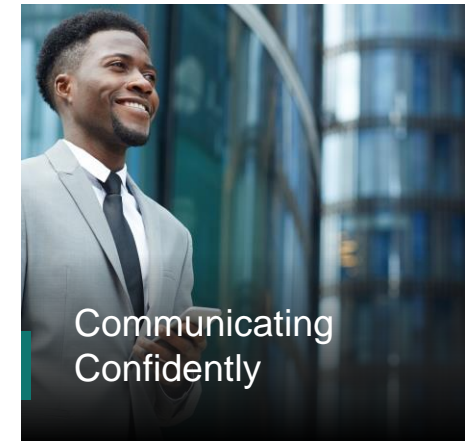
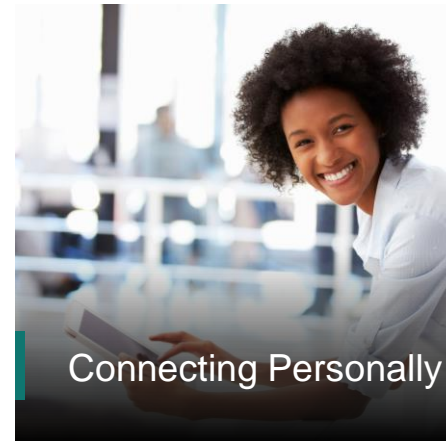
Seven Interpersonal Power Skills to
Stand Out

Management Searching
Internal Talent



5% Zone Five Work Events To
Stand Out

Winning in the Work World | 5% Zone



STANDING OUT **W³**



To be seen and heard as the talent that management is searching internally for to expand their talent bench and talent pipelines

Human Presence In The New World Of Work

The Right People Skills
To Empower Employees
To Effectively Communicate, Collaborate & Contribute.

www.StandingOut-w3.com

STANDING OUT\w³

success@StandingOut-w3.com

Thank You