SOCIAL SECURITY
1946 - 1964
THIS NUMBER HAS BEEN ESTABLISHED FOR
Baby Boomers
Baby Boomers
There are 75 million baby boomers who are on the verge of retirement. For the next fifteen years, an average of 10,000 people each day will reach age 65.
STORY OF THE CORNISH PUMP AT A PARK CITY MINE
WELL BOSS – ITS TIME FOR ME TO RETIRE.
I’LL GET AROUND TO HIRING SOMEONE TO FILL “OLD JOE’S SPOT”... SOMEDAY SOON.

“Procrastination is like a credit card; it’s a lot fun until you get the bill.”
~Christopher Parker
AND . . . THE WATER KEPT COMING.

GET HELP!
“‘I DON’T CARE WHAT IT COSTS”
INVOICE

Repair Cornish Pump $ 1,000
INVOICE

Repair Cornish Pump

Whack the old Cornish Pump with a wooden mallet $ 5

Knowing exactly where and how hard to whack it $ 995
INVOICE

Repair Cornish Pump

Whack the old Cornish Pump with a wooden mallet  $  5
Knowing exactly where and how hard to whack it    $  995
FAILING TO PLAN IS PLANNING TO FAIL
1. Assemble team and network
2. Agree on the vision for the future
3. Engage in conversation
4. Create a roadmap
5. Make it happen
Talent Planning is not simply about replacing people, it is about creating a process where people are recognized and given the means and opportunities to develop their skills and talents so that as key positions become available there is an ongoing upward flow of personnel to those positions.
Talent Planning for Airports – Benefits

- Ensures Leadership Continuity in Key Positions
- Retains Intellectual Capital through Employee Development
- Encourages Individual Advancement
- May Start with Entry Level Positions
May Contribute to Organization’s Strategic Plan
Assists in Identifying Needs Targets Necessary Employee Training
Increases Talent Pool of Promotable Employees
Provides Opportunities for Employees
May Help Advance Diversity
Improves Employee Morale and Retention
Solid, Profitable Companies Only Hire Senior Leadership from the Outside About 3.5% of the Time (Greer & Virick)
There are more than **4,000 varieties** of native potatoes, mostly found in the Andes. They come in many sizes and shapes. There are also over **180** wild potato species. Though they are too bitter to eat, their important biodiversity includes natural resistances to pests, diseases, and climatic conditions.

**Potato Facts and Figures - International Potato Center**

https://cipotato.org/potato/facts/
**Anatomy of Generations**

**Boomers**
- Pre 1960
- 1960-1969
- 1970-2005
- 2006-2015

- Not the 60s
- The 60s!!!!
- Not like it was in the 60s
- In their 60s

**Gen Xers**
- Pre 1990
- 1991-1995
- 1996-2015

- Whined about Boomers
- Wore plaid
- Whined about Millennials

**Millennials**
- Pre 2007
- 2007
- 2008
- 2009
- 2010
- 2011
- 2012
- 2013
- 2014
- 2015

- No iPhone
- New iPhone
- New iPhone
- New iPhone
- New iPhone
- New iPhone
- New iPhone
- New iPhone
- New iPhone
- New iPhone

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WHY DIVERSITY MATTERS?

• Diversity matters because multiple studies have linked greater gender diversity to better financial performance.
• Diversity matters because increased diversity can lead to increased innovation.
• Diversity matters because diversity includes diversity of thought and avoidance of “groupthink.”
• Diversity matters because it is linked to increased productivity, “collective intelligence,” and group’s problem-solving abilities.
• Diversity matters because diversity and inclusion is connected to overall employee satisfaction/engagement.
EMPLOYEE ENGAGEMENT

- Recognize Excellence
- Share Information
- Intentionally Build Relationships
- Grow the Whole Person
- Show Your Imperfections
- Encourage their Growth
SALT LAKE CITY EMPLOYEE UNIVERSITY

Empowering the Individual to Take Charge of Their Career
How It Works:

- Curriculum is Based on Employee Surveys
- City Department Directors are the Governing Board
- Core Courses May Be Taken on Paid Time
- Other Courses may be taken on Non-Paid Time

Core Courses Include:

- Supervisor Boot Camp
- Effective Communication
- Conflict Resolution
- Stress Management
- Project Management
- Difficult Conversations
- Environmental Responsibility
- Three IT Courses
SALT LAKE CITY
EMPLOYEE UNIVERSITY

- New Learning Management System
- Subscription to Skillsoft. Offering Employees over 1,000 on-line courses.
SALT LAKE CITY ENHANCED TUITION REIMBURSEMENT POLICY

Up to $4,000 Per Year for Course Work Related to Any Job Description in the City

Requires a Minimum Grade of a C to be Reimbursed.
1. Assemble team and network
2. Agree on the vision for the future
3. Engage in conversation
4. Create a roadmap
5. Make it happen
DON’T WAIT FOR IT TO HAPPEN,

GO MAKE IT HAPPEN – ENGAGE NOW!
"That's all Folks!"