


 American Staffing Association

Management Mindshare


Facilitated by Scott Wintrip
 President and Senior Consultant
 Wintrip Consulting Group


Wednesday, Oct. 28, 11:15 a.m.–1 p.m.

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 American Staffing Association

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High Level Strategies

1. Identify and Prepare Future Leaders
2. Fill Jobs Faster with the Right People
3. Double the Number of Companies that Buy Staffing Each Year

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WCCAF

Strategies for Identifying and Preparing Future Leaders

Suggested Discussion Questions

- Are leaders born or raised?
- Who become the best future leaders?
- How do you spot leadership potential?
- What are the pitfalls of promoting good producers?
- How can someone get promoted into leadership?
- How can we better prepare the next generation of leaders?
- How can you help potential leaders overcome their inherent weaknesses?

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The Four Types of Staffing Leaders

Tester (Red circle with magnifying glass icon): How can I be sure we're doing the right things to get from here to there?

Tackler (Blue circle with checklist icon): How do I quickly get from here to there?

Teller (Teal circle with speech bubble icon): What do I need to say to get us from here to there?

Tailor (Green circle with handshake icon): How do we collaborate to go from here to there?

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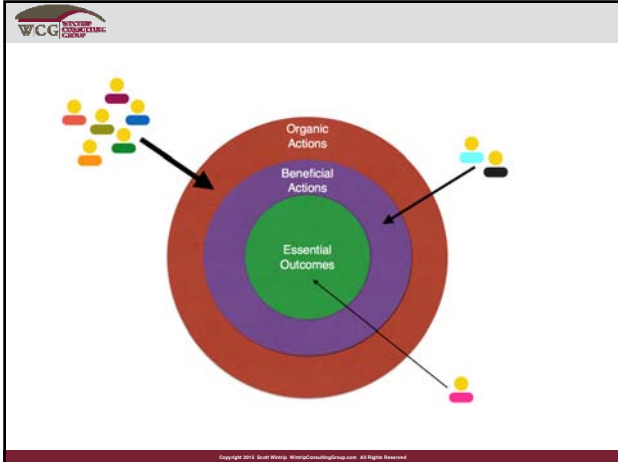
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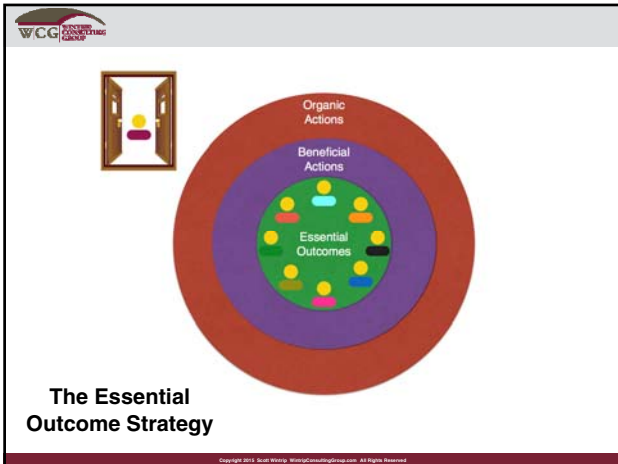
Strategies for Filling Jobs Faster with the Right People

Suggested Discussion Questions

- What impacts speed when filling jobs?
- What impacts the accuracy of making the right fit?
- What slows down fast hiring?
- How can we get buyers to hire faster?
- How can we streamline our methods?
- What's more important—candidates or orders? How does the answer impact strategy?
- Should we offer premium services that focus on speedy delivery of talent? Why or why not?

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WCG

Strategies for Doubling the Number of Companies That Buy Staffing Each Year

Suggested Discussion Questions

- What keeps buyers of staffing from buying more often?
- How do staffing firms contribute to relatively low usage of staffing each year?
- What persistent, negative impressions about staffing do we still need to overcome? How can we do that?
- Without having to lower price, how can we get more companies buying more often?
- What is the value we provide? How can we communicate that better?
- How can we increase our impact to attract more buying?



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$\frac{D}{Dt} \overline{w^2 w^2} + \overline{w^2 w^2} \nabla_s \bar{u}^s + \overline{w^2 w^2} \nabla_s \bar{u}^s - \alpha \left(\overline{g^2 w^2} \frac{T}{T} + \overline{g^2 w^2} \frac{T}{T} \right) \left(\nabla_s \Phi + \frac{D\bar{u}_s}{Dt} \right)$

The Innovation Equation

$$+ \frac{1}{\beta} \overline{w^2 w^2} \nabla_s \left(\overline{\rho u^s} \right) - P \left(\overline{g^2 w^2} \nabla_s w^2 + \overline{g^2 w^2} \nabla_s w^2 \right) = -\epsilon_1^2, \quad (30)$$

$$1 + \epsilon_1 \left[\frac{D}{Dt} \left(\frac{T}{T} \right) + \overline{w^2 w^2} \nabla_s \bar{u}^s - \alpha \left(\overline{g^2 w^2} \frac{T}{T} + \overline{g^2 w^2} \frac{T}{T} \right) \right] \nabla_s \left[(1 + \epsilon_1) C_p \overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] + \frac{1 + \epsilon_1}{\beta} \left(\frac{T}{T} \right)^2 \nabla_s \left(\overline{\rho u^s} \right)$$

Good or Great

Add Impact

Subtract Effort

Equals Sustainable Innovation

$$+ \frac{2}{\beta T C_p} \left[P \nabla_s w^2 - \nabla_s (P_g w^2) - \frac{D P_g}{Dt} \right] = \frac{2}{\beta T C_p} \frac{T}{T} \left[\sigma^2(u) \nabla_s u_g^s - \nabla_s F_r^s \right] = -\epsilon_2, \quad (31)$$

$$1 + \epsilon_1 \left[\frac{D}{Dt} \left(\frac{T}{T} \right) + \overline{w^2 w^2} \nabla_s \bar{u}^s - \alpha \left(\overline{g^2 w^2} \frac{T}{T} + \overline{g^2 w^2} \frac{T}{T} \right) \right] \nabla_s \left[(1 + \epsilon_1) C_p \overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] - f(u) \overline{w^2 w^2} \frac{T}{T} - \overline{w^2 w^2} D_s$$

$$+ \frac{1}{\beta} \nabla_s \left[(1 + \epsilon_1) C_p \overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] + \frac{1 + \epsilon_1}{\beta} \frac{T}{T} \nabla_s \left(\overline{\rho u^s} \right) + \frac{1}{\beta} \frac{w^2}{T} \left[P \nabla_s w^2 - \nabla_s (P_g w^2) - \frac{D P_g}{Dt} \right]$$

$$= \frac{1 + \epsilon_1}{\beta} \frac{T}{T} \nabla_s \sigma^2(u) + \frac{1}{\beta T C_p} \frac{w^2}{T} \left[\sigma^2(u) \nabla_s u_g^s - \nabla_s F_r^s \right] = -\epsilon_3, \quad (32)$$

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$\frac{D}{Dt} \overline{w^2 w^2} + \overline{w^2 w^2} \nabla_s \bar{u}^s + \overline{w^2 w^2} \nabla_s \bar{u}^s - \alpha \left(\overline{g^2 w^2} \frac{T}{T} + \overline{g^2 w^2} \frac{T}{T} \right) \left(\nabla_s \Phi + \frac{D\bar{u}_s}{Dt} \right)$

Flexibility

$$+ \frac{1}{\beta} \nabla_s \left[\overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] - P \left(\overline{g^2 w^2} \nabla_s w^2 + \overline{g^2 w^2} \nabla_s w^2 \right) = -\epsilon_1^2, \quad (30)$$

Quality

$$1 + \epsilon_1 \left[\frac{D}{Dt} \left(\frac{T}{T} \right) + \overline{w^2 w^2} \nabla_s \bar{u}^s - \alpha \left(\overline{g^2 w^2} \frac{T}{T} + \overline{g^2 w^2} \frac{T}{T} \right) \right] \nabla_s \left[(1 + \epsilon_1) C_p \overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] + \frac{1 + \epsilon_1}{\beta} \left(\frac{T}{T} \right)^2 \nabla_s \left(\overline{\rho u^s} \right)$$

Accuracy

$$+ \frac{2}{\beta T C_p} \left[P \nabla_s w^2 - \nabla_s (P_g w^2) - \frac{D P_g}{Dt} \right] = \frac{2}{\beta T C_p} \frac{T}{T} \left[\sigma^2(u) \nabla_s u_g^s - \nabla_s F_r^s \right] = -\epsilon_2, \quad (31)$$

Value

$$1 + \epsilon_1 \left[\frac{D}{Dt} \left(\frac{T}{T} \right) + \overline{w^2 w^2} \nabla_s \bar{u}^s - \alpha \left(\overline{g^2 w^2} \frac{T}{T} + \overline{g^2 w^2} \frac{T}{T} \right) \right] \nabla_s \left[(1 + \epsilon_1) C_p \overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] - f(u) \overline{w^2 w^2} \frac{T}{T} - \overline{w^2 w^2} D_s$$

Immediacy

$$+ \frac{1}{\beta} \nabla_s \left[(1 + \epsilon_1) C_p \overline{\rho w^2} \left(\frac{T}{T} \right)^2 \right] + \frac{1 + \epsilon_1}{\beta} \frac{T}{T} \nabla_s \left(\overline{\rho u^s} \right) + \frac{1}{\beta} \frac{w^2}{T} \left[P \nabla_s w^2 - \nabla_s (P_g w^2) - \frac{D P_g}{Dt} \right]$$

The Five Impacts of Staffing

$$= \frac{1 + \epsilon_1}{\beta} \frac{T}{T} \nabla_s \sigma^2(u) + \frac{1}{\beta T C_p} \frac{w^2}{T} \left[\sigma^2(u) \nabla_s u_g^s - \nabla_s F_r^s \right] = -\epsilon_3, \quad (32)$$

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Thank you for attending this
Staffing World 2015 workshop



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