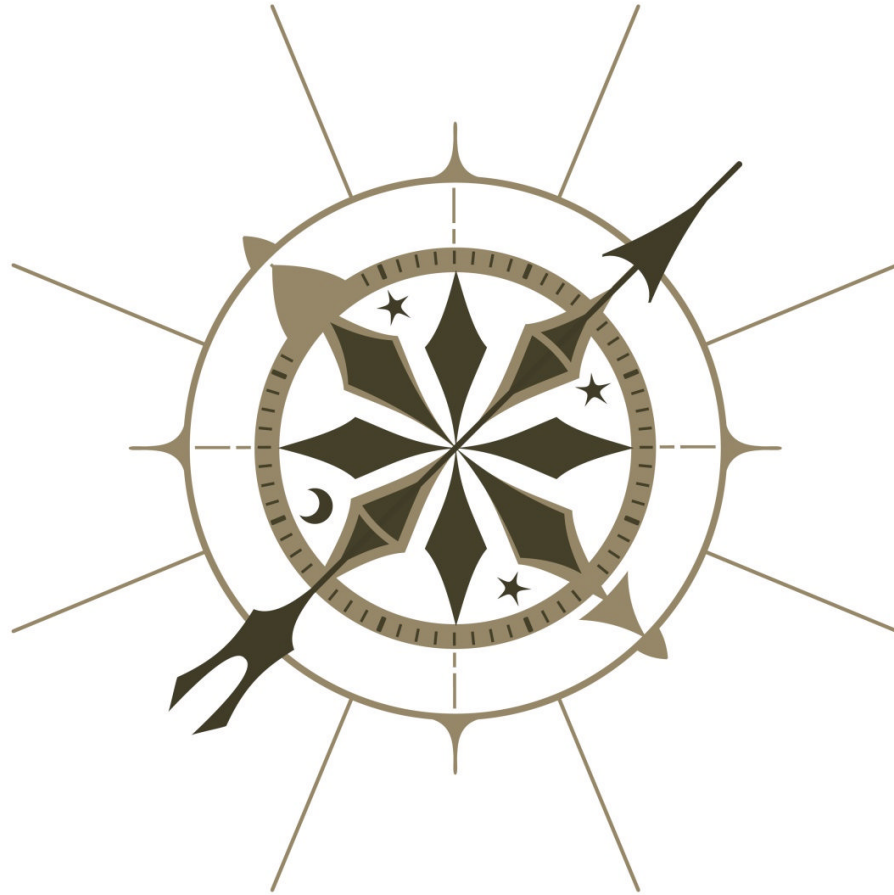


Engaging Younger Workers Through Innovation



Renée Gendron MA | Vitae Dynamics Inc.

Why?



Why?



What?



Peak Conversation



Factors

Peak Conversation

- ∞ Low trust
- ∞ Low risk
- ∞ Insight is gained through the slog

Locked in Battle



A New Conversation

Leadership Issues

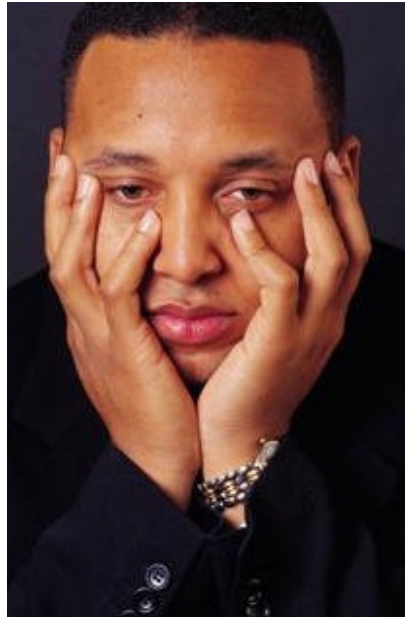
- ⌘ No clear vision
- ⌘ **Disengaged employees**
- ⌘ No narrative
- ⌘ Lack of commitment
- ⌘ Weak culture

Process Issues

- ⌘ Decision-making
- ⌘ Platforms
- ⌘ Lack of development of resources and supports
- ⌘ No focus
- ⌘ Problem focused instead of impact focused
- ⌘ No strategic oversight of ecosystem
- ⌘ **Lack of meaningful opportunities to participate**

Disengaged Employees

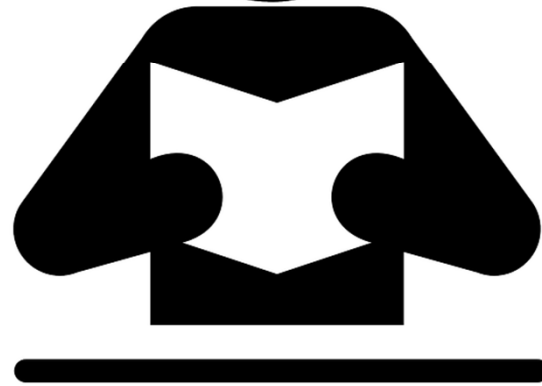
Leadership Issue



Empowering Disengaged Employees

Leadership Issue

LISTEN TO  me!



Empowering Disengaged Employees

Leadership Issue



Relationship Mapping

Process Issue

Goals

Existing
Network

Resources

Intended
Impact

Parameters + Metrics

Relationship Mapping

Goal

- ∞ How one goal relates to organisation's mission
- ∞ Milestones for goal



Relationship Mapping

GOAL

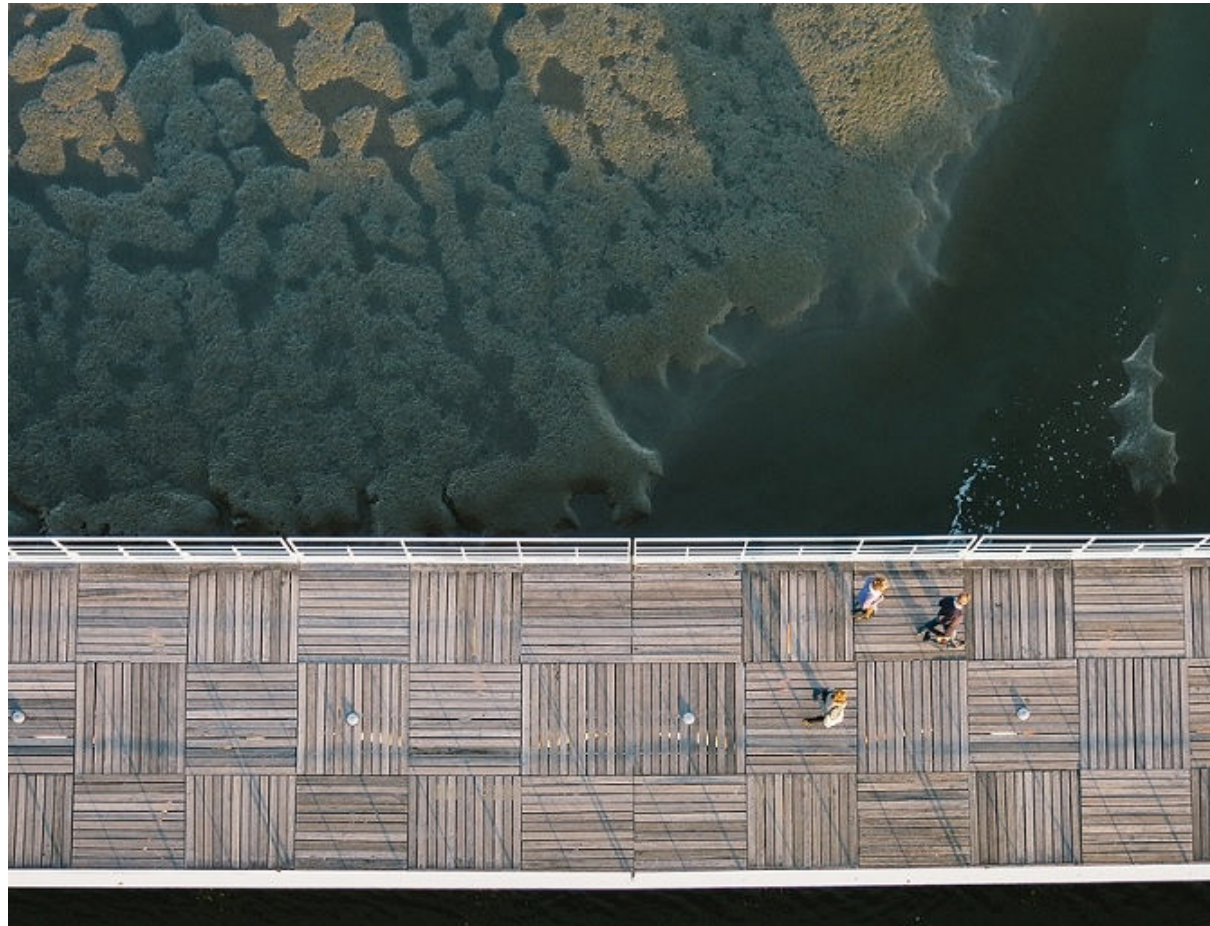
∞ Address the problem vs address the source of the problem

∞ SMART

- Specific
- Measurable
- Achievable
- Realistic
- Timely

Relationship Mapping

Parameters



Relationship Mapping

Existing network

∞ Who are at the meetings?



Relationship Mapping

Resources



- Resources come in many shapes and sizes

Relationship Mapping

Intended Impact

- ∞ A way of expanding participation
- ∞ Expanding reach
- ∞ Dealing with systemic issue



Example 1



Improve process while meeting funders' reporting requirements



Metrics



Network: who's interested matter, who has knowledge not at the table, who has previous experience outside of organisation

Example 1



Generate idea +
find resources



Great transparency
+ better process

Example 2

Process Issue

∞ **Goal:** introduce new service

∞ **Parameters:** the strategy that develops the most new resources (different funders, different partners, etc)

∞ **Metrics**

Relationship Mapping

Process Issue

- ∞ **Existing network:** intentionally seeking out new partners, asking different questions, asking different colleagues
- ∞ **Resources:** barter with organisations, co-host sessions for the 1st time, angle proposal to a different set of foundations
- ∞ **Impact:** New service

Review

Leadership

- ∞ 2 underemployed people for every 1 unemployed person
- ∞ 4 out of 10 university grads underemployed
- ∞ **Listen, listen, ask questions, listen more**

Process

- ∞ Co-identify SMART goals with reports from colleagues
- ∞ Identify gaps in network
- ∞ Identify new / different ways of using resources
- ∞ Problem vs root of problem

Thank YOU



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