

SCORE.org/Manasota
941.955.1029

A Talent Management Framework for The New World of Work

Presenter: Jordan Anderson
SCORE Miami-Dade



What is SCORE:

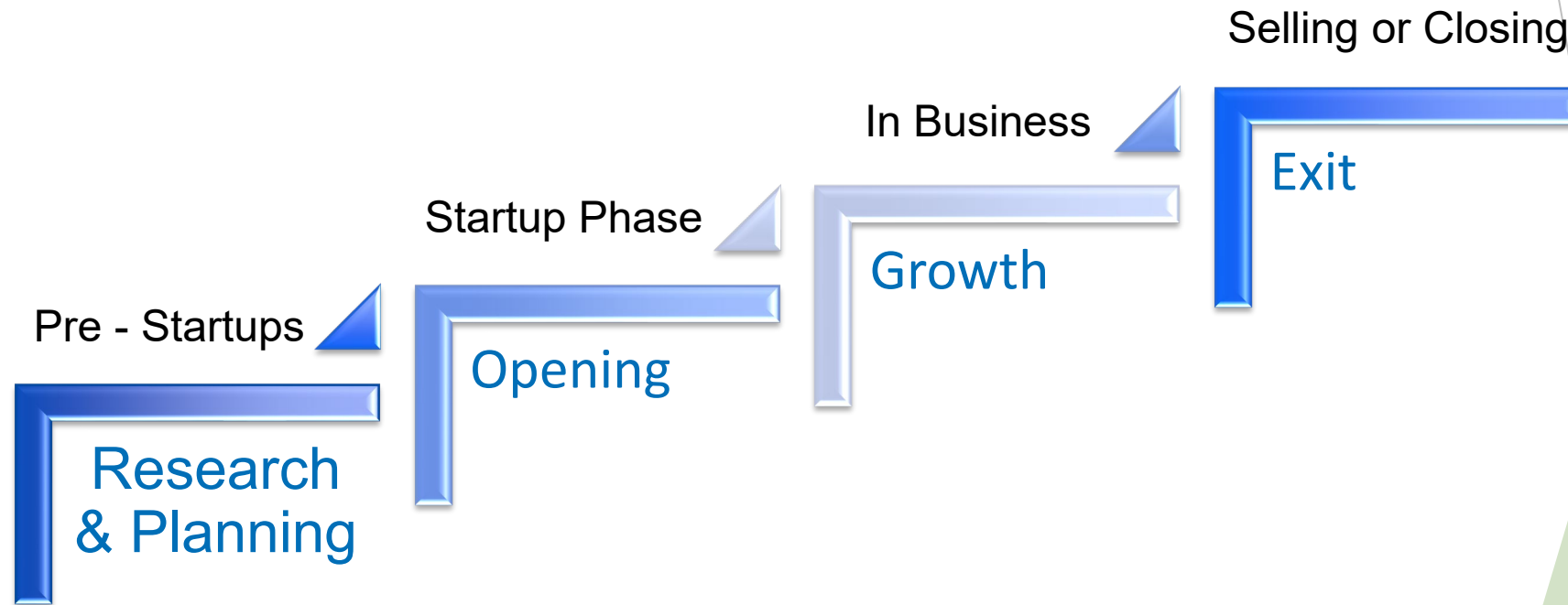
- A nationwide nonprofit organization that is an independent resource partner of the U.S. Small Business Administration (SBA)
- SCORE provides America's small businesses with **free**, confidential business **mentoring** (in-person and online) and **business educational services**: local workshops and 24/7 online resources at 300+ chapters nationwide with 10,000+ volunteers
- With nearly 90 volunteers, SCORE Manasota has served Manatee and Sarasota Counties for 60 years (excluding North Port, which is served by the Port Charlotte chapter).
- Our Chapter has recently been recognized as the National Chapter of the Year for mid-sized markets.

Since its founding in 1964, SCORE has assisted over 11 million clients and small businesses throughout the USA



Successfully Navigate The Business Process:

Wherever you are in your business cycle, **SCORE** can help



ACHIEVE YOUR BUSINESS SUCCESS:
SCORE's team of volunteer mentors,
motivate and guide you along your business path.



FOR THE LIFE OF YOUR BUSINESS

Thank you to the SCORE Manasota Sponsors and Community Partners!

SCORE.org/Manasota
941.955.1029

Sponsors



Community Partners

- Career Source Suncoast
- Community Entrepreneur Opportunity
- Florida Department of Revenue
- Golden Herald Awards
- Greater Sarasota Chamber of Commerce
- Manatee Chamber of Commerce
- Manatee County Government
- Manatee Technical College
- Robert L. Taylor Community Complex
- Sarasota County Government
- State College of Florida
- SWAT Networking
- University of South Florida
- Venice Area Chamber of Commerce
- Women's Resource Center



SCORE.org/Manasota
941.955.1029

A Talent Management Framework for The New World of Work

Presenter: Jordan Anderson
SCORE Miami-Dade



About Jordan Anderson

- SCORE Mentor & Director of Educational Services
- Founder/CEO JordanAnderson.com & ProductYOU.com
- Career-Life Design Architect

- **Contact Info:**

Email: jordan.anderson@scorevolunteer.org

Cell/Text: 786-361-5116

Welcome to: “Strategies to Attract & Retain the Right Talent to Help Drive Business Growth”

Key Questions:

1 What are the 1-2 most important things you want to walk away with today for you or your business?

2 What type of business are you in, or are you starting? Are you the Owner?
What is your primary profession, skill, or expertise- i.e., Sales/Marketing, Technology, Creative, Professional Services (i.e., Attorney, Healthcare, Education/Human Services, etc?)

3 Do you have any Employees? What are their Job Titles or main specialty areas? If yes, how many people do you employ? Full time? Part Time? Freelancers?

10 Power Strategies to Attract, Retain & Develop Your Talent And Grow Your Business

C-A-B Model= Culture + Alignment + Blueprint






Job/Career Sculpting- 'Everyone is a Business'

- 1)-The New World of Work -" The Age of Personalization"
- 2)-Employees as Clients/Customers
- 3)-Co-Create Jobs, Careers, Hybrid Work
- 4)-Holistic Talent Management Synergy & Strategies
- 5)-Business Owner as General Manager of a Sports Team
- 6)-Purpose Factor- Alignment/Assessments
- 7)-AI- Utilizing AI properly
- 8)-Employee/Client/Vendor/Community Advocacy
- 9)-Where & How Do I Attract, Retain & Develop My Best Talent
- 10)-Internal Mastermind Groups & Mentor Community: Empower Your Talent & Let Them Fly...

10 Employee Engagement Statistics You Need to Know in 2025*

*Gallup Report 2022

- 1) **Only 36% of Employees Are Engaged in the Workplace!**
- 2) **A Highly-Engaged Workforce Increases Profitability by 21%!**
- 3) **Employee Disengagement Costs the U.S. Economy \$450-550 Billion Every Year!**
- 4) **38% of Remote Employees Feel Exhausted After Daily Virtual Meetings!**
- 5) **85% of Employees Are Most Motivated When Internal Communications Are Effective!**
- 6) **Only 16% of Companies Use Technology to Monitor Employee Engagement!**
- 7) **Companies with a Thriving Corporate Culture Achieve Over 4x Higher Revenue Growth!**
- 8) **Recognition Is the Most Important Motivator for 37% of Employees!**
- 9) **33% of Employees Leave Their Jobs for New Challenges!**
- 10) **Only 29% of Employees Are Satisfied with Available Career Advancement Opportunities!**

1st Industrial Revolution	2nd Industrial Revolution	3rd Industrial Revolution	4th Industrial Revolution	5th Industrial Revolution
Power created by water and steam to mechanize production	Power generated by electricity & oil for mass production and assembly	Automation driven by electronics and information technology	Innovation driven by digital capabilities: Cloud, AI, ML, IoT...	Deep multi-level collaboration between people, machines and awareness
				
MECHANIZATION	MASS PRODUCTION	AUTOMATED	DIGITAL	PERSONALIZATION
~1760	~1870	~1969	~2011	~2021

Passion • Purpose • Profit = Success

Talent Management is not just Logistics—it's Legacy:

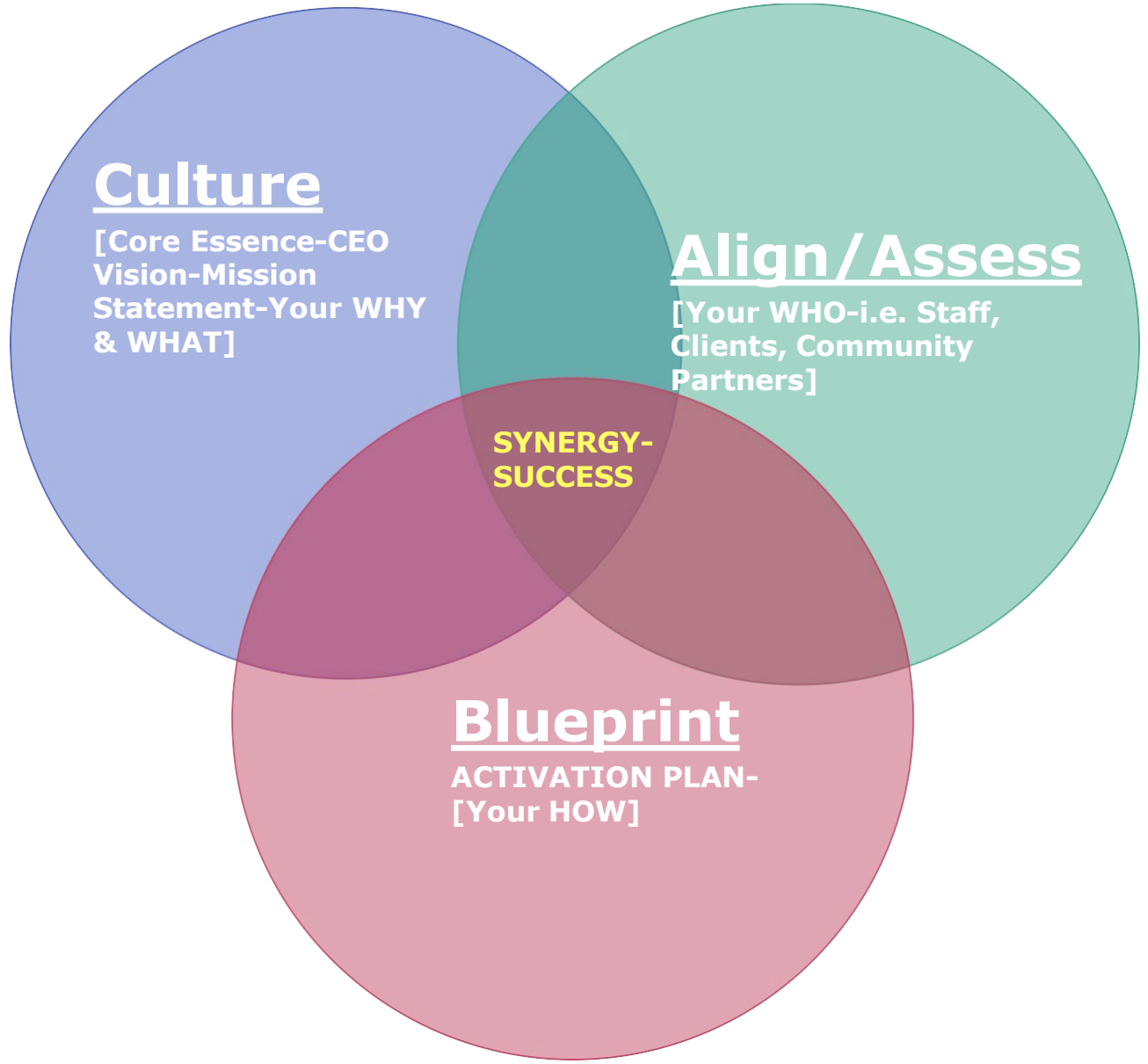
- Passion: Fueling energy and engagement
- Purpose: Connecting to meaningful work
- Profit: Sustaining business goals through human empowerment



The C-A-B Framework™ for Talent Management

C-A-B =

- **C**ULTURE (Core Essence/Mission) -Your WHAT & WHY...
 - **A**SSESSMENT (Alignment) -Your WHO...
 - **B**LUEPRINT (Activation Plan)-
Your What, Why, Who, How, Where, When...



Step 1= Culture

CCULTURE (Core Essence/Mission)-Your What & Why..

Defined by the Business Owner(s)...

- ❖ What do we do?
- ❖ What will our Culture be like?
- ❖ What is our Mission?
- ❖ What type of Legacy do I wish to create?
- ❖ Why are we in Business?

Step 2=Assessment-Alignment

Assessment-Alignment

Your People: Talent, Team, Partners

- ❖ Who are Your Asset Partners/MVPs?
- ❖ Talent Audits: Strengths, Values, Vision
- ❖ Alignment with Company Culture and Role Fit

Step 3 =Blueprint (Activation Plan)

Blueprint: Create/Architect/Implement Steps 1, 2 & 3

Culture + Alignment + Blueprint

Assessment Questions to Spark Growth

- Ask employees:
- What makes you feel most alive at work?
- What's a skill you haven't used—yet?
- Where do you feel blocked, misaligned, or underutilized?

Job Sculpting with CAB

Use CAB to:

- Create new roles around people's strengths
- Develop internal mobility and re-engagement
- Reduce turnover by enabling internal entrepreneurship

Flow State = Retention

When employees are aligned:

- They experience intrinsic motivation
- They stop “quiet quitting” and start co-creating
- They feel seen, supported, and in motion

Additional Tools and Practices For Empowering Your Business, People & Profits

Job Sculpting

Job sculpting is the art of matching people to jobs that allow their deeply embedded life interests to be expressed. It is the art of forging a customized career path in order to increase the chance of retaining talented people.

<https://hbr.org/1999/09/job-sculpting-the-art-of-retaining-your-best-people>

Job Crafting

Job crafting is an individually-driven work design process which refers to self-initiated, proactive strategies to change the characteristics of one's job to better align the job with personal needs, goals, and skills.

<https://hbr.org/2010/06/managing-yourself-turn-the-job-you-have-into-the-job-you-want>

Individual Development Plan

An individual development plan (IDP) is a **tool to assist employees in career and personal development**. Its primary purpose is to help employees reach short and long-term career goals, as well as improve current job performance. An IDP is not a performance evaluation tool or a one-time activity.

https://www.thebalancecareers.com/individual-development-plans-employee-2276079?utm_source=emailshare&utm_medium=social&utm_campaign=shareurlbuttons

Do We Really Want to See More Of This ???



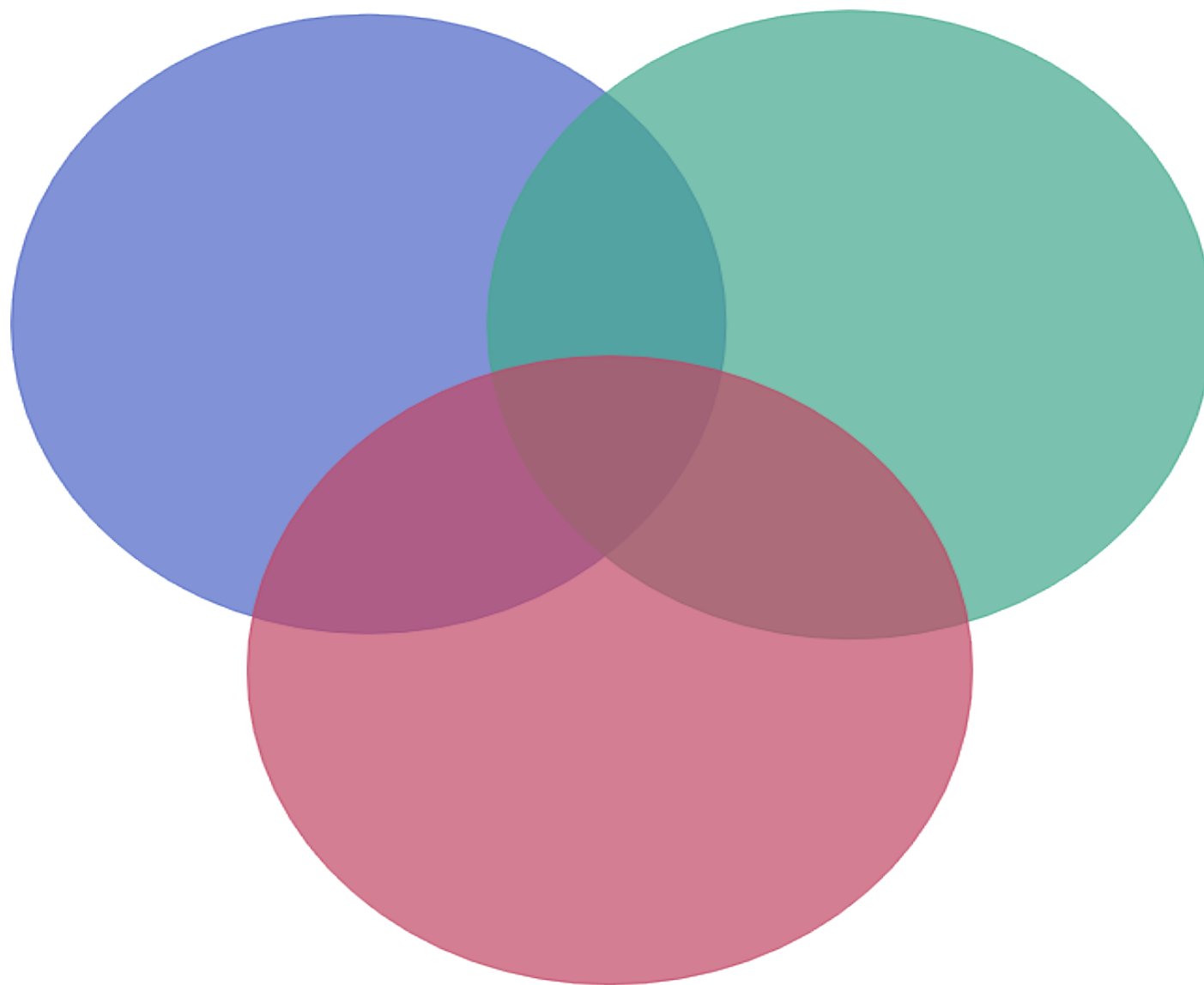
"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."

Or This ???



"Before we start this round of wide-open brainstorming, I'd just like to remind you that all ideas that are not mine must be rejected."

Holistic Synergy-Success Venn Diagram



Q&A

Contact Us



Email: jordan.anderson@scorevolunteer.org

Cell/Text: 786-361-5116

SCORE Mentor:

miamidade.score.org/content/find-mentor-268

Upcoming Events:

miamidade.score.org/content/take-workshop-235