



The Jersey Shore Association for Human Resources February Breakfast Meeting



Succession Planning and Organizational Optimization Turn Your People into Strategic Assets for the Present and the Future

Presented by Jack Gottlieb

Transform how we build the future of our organizations through aligning what the business really needs now and for the long-term with what we need from our structure, roles, and people. This is a dynamic process of shared ownership and accountability while building a talent system built on the four components of talent optimization: Attitude, Competency, Execution, Performance. You will unlock the breakthrough approach that yields the results you need now while building the capability you need for the future.

Step 1: Build Organizational Capability Not Skills: Discover the strategic path to fully realizing the long-term potential of your organization while achieving what is needed in the next 12 months. 1. Culture/Strategy 2. Business Model 3. Infrastructure 4. Processes 5. People

Step 2: Unlock the Blueprint to Peak Performance

Our Approach: How we uncover and activate our full potential and capability

Attitude- The passion and drive to achieve the results that are *Really Most Important™* for our strategic path and what our total potential is for the future. This is built off the Core6 Process to then unlock the following: 1. Their Potential 2. Their Path 3. Our Possibility

Competency- The core strengths and skills you need that are balanced between 1. The level of your responsibility 2. The level of your leadership 3. The impact now and for the future you have to the organization (Building capability, solving problems, seizing opportunities, and generating results)

Our Results: How we generate results that we can sustain and replicate

Execution- The discipline in how we get stuff done and leverage others to get things done with precision and accuracy while knowing how to utilize time, energy, money, and people to achieve maximum efficiency in what we need to accomplish

Performance- How you generate results (Top/bottom line, building new capabilities, driving greater efficiency, providing full value to your customers) that you can sustain and replicate

Step 3: Activate Readiness & Generate Results: Foster ownership and accountability for *Everyday Improvement* by delivering targeted development of your people through results-based training and coaching. This is built on the powerful framework of Focus, Frequency, and Follow Through

About the Speaker:

Jack Gottlieb is the CEO of the Total Solutions Group, a global strategic consulting and results based training firm committed to driving what is *Really Most Important* for an organization in their culture, strategy, and capability. They have worked with over 125 companies, ranging from large and publicly traded to mid-sized organizations with focus on growth, improvement, or turnaround.



Thursday, February 13, 2020
7:45 a.m. Networking and Breakfast
9:00 – 10:00 a.m. Program
Jumping Brook Country Club
210 Jumping Brook Road, Neptune
(www.jumpingbrookcc.com)

R.S.V.P. by **4:00 p.m.** on
Friday, February 7, 2020
online at:
<http://jsahr.shrm.org/events>
or admin@jsahr.org
or call JSAHR at 732-701-7155

**Registration Fees
(includes breakfast)**
\$30 for JSAHR members
\$50 for non-members
\$25 for In-Transition and guests
\$10 for students with valid ID
\$10 additional fee for walk-ins
“No shows” will be billed

Special Notice
This program is pending approval for 1 SHRM PDC recertification credit and 1 HRCI Bus & General recertification credit.

JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

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