INNERWILL

DR. THOMAS EPPERSON
innerwill.org  thomas.epperson@innerwill.org  804.212.7233
WORKFORCE INVESTMENT
What’s Your Skin in the Game?
WHAT THE SOVIET UNION CAN TEACH US ABOUT WORKFORCE INVESTMENT
1st ballistic missile
1st satellite
1st dog in space
1st man in space
1st woman in space
1st spacewalk
1st probe on the moon
1st rover on the moon
What I can’t learn.

What I can learn with help.

What I can learn on my own.

What I can’t learn.
Teacher quality increases learning by 2-3x
WHY WORKFORCE INVESTMENT MATTERS
‘EVER SINCE I WAS A CHILD, I HAVE HAD THIS INSTINCTIVE URGE FOR EXPANSION AND GROWTH. TO ME, THE FUNCTION AND DUTY OF A QUALITY HUMAN BEING IS THE SINCERE AND HONEST DEVELOPMENT OF ONE’S POTENTIAL.’

Bruce Lee
77 MILLION BOOMERS IN THE US
10,000 PEOPLE TURN 65 EACH DAY
87% OF MILLENNIALS
BELIEVE GROWTH & DEVELOPMENT IS IMPORTANT

41% OF BOOMERS
BELIEVE GROWTH & DEVELOPMENT IS IMPORTANT
WORKFORCE INVESTMENT

Developing the Character and Competence of individuals in the pursuit of an organization’s goals.
Character includes . . .
• Values & Beliefs
• Purpose & Passion
• Behaviors

Competence includes . . .
• Knowledge
• Skills
• Abilities
BEST SELF

CHARACTER

BEST SELF

COMPETENCE
DEVELOPMENT

Who in your life helped develop your **Character** and your **Competence**?

How did he or she do it?

What impact did he or she have on you?
What are the barriers to WORKFORCE INVESTMENT?
HOW WE LEARN
Ken Blanchard's Situational Leadership II Model

D4: High Competence, High Commitment
D3: Moderate to High Competence, Variable Commitment
D2: Low to Some Competence, Low Commitment
D1: Low Competence, High Commitment
HOW WE LEARN

On the Job

In the Classroom

Mentoring, Coaching, Supervision
MENTOR OR COACH?

Mentors . . .
- Share wisdom
- Share technical knowledge
- Share advice
- Help make connections and introductions

Coaches . . .
- Help others solve their own challenges
- Ask questions
- Listen and make observations
- Offer very little advice
HOW TO MAKE LEARNING EFFECTIVE

• Explain the WHY

• Make it USEFUL, tied to THEIR GOALS

• Mix DIRECTION and SUPPORT

• Allow them to EXPERIMENT and FAIL

• Help them REFLECT
HOW TO MAKE LEARNING EFFECTIVE

• We all want to feel USEFUL and CONTRIBUTE

• You’re never TOO OLD to learn

• Meet them WHERE they ARE

• You can’t want it more than THEY DO
QUESTIONS?
‘WE CHOOSE TO GO TO THE MOON, NOT BECAUSE IT IS EASY, BUT BECAUSE IT IS HARD.’

Kennedy
THANK YOU

Dr. Thomas Epperson innerwill.org thomas.epperson@innerwill.org 804.212.7233