

Equip, Engage, & Empower Your Workforce

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Why am I here?

Former HR executive

Passion for positive employee experiences

Proven record of creating strong engagement in challenging environments

Human for 40+ years



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Why are you here?



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Profit vs. People

- Is it more important to make a profit, or to take care of your people?
- Who are some organizations and/or leaders whom you most admire?
 - ✓ Why?



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Do these companies have anything in common?



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Profit Through People

- Profit is ultimately what allows everything else to happen. We cannot continue to employ others if we are unable to employ ourselves.

- However, most successful organizations produce profit by providing an incredible experience for their employees...

...who in turn respond by the greater incremental effort needed to produce better revenue results on a per-head basis.



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But wait,
there's
more!



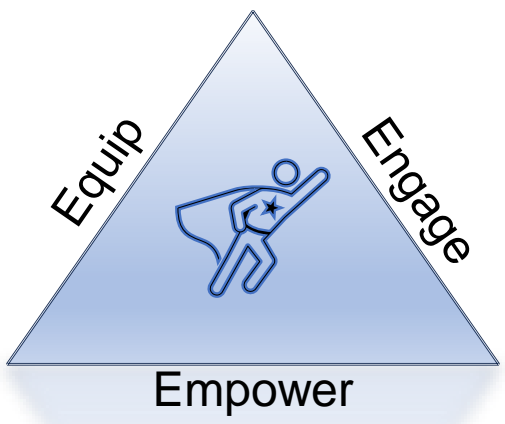
2023 Gallup "State of the Workforce"



So, what creates an incredible
employee experience?



So, what creates an incredible employee experience?



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Equip

- Talent Structure/Attraction.
- Tools.
- Training/Onboarding.



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Equip: *Talent Structure/Attraction*

- Design the org around roles, not people.
- Fill open roles through internal movement and external hires.
- Build loyalty vs “gun for hire”, through hiring developmental talent.



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Equip: *Tools*

- Equipment/maintenance.
- PPE.
- Tech/software.



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Equip: *Training/Onboarding*

- New Hire Buddy.
- “Probationary Period” Redefined.
- Learning Opportunities/Courses.
- Safety Culture.



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Engage

- Manager Focus.
- Listen & React.
- Communicate.



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Engage: *Manager Focus*

- Managers are employees, also!
- “Teach a man how to fish.”
- Two-layer impact & breaking the cycle.



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Engage: *Listen & React*

- Surveys.
- Focus groups.
- Ideas inbox.
- Town halls.



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Engage: *Communicate*

- Company purpose & goals.
- Leadership decisions, including rationale.
- Results – both wins and losses.



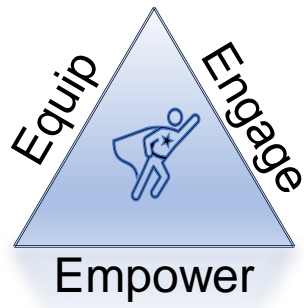
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Empower

- Establish culture of trust.
- Create policies for speed.
- De-escalate decisions.



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Questions?



Thank You!

If you have any additional questions or feedback, please contact me:

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