



Branding Your Company through Optimal Human Capital Strategy: Challenges and Opportunities For Wholesaler-Distributors

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Dilemma

CFO:

What happens if we invest in developing our people, and they leave?

CEO:

What happens if we don't, and they stay?



Value Assumptions



Do Your Agree?

- Every individual has talent within, visible or hidden.
- Every individual has the potential to create added value, big or small.
- It's leaders' job to identify the talent within each individual and develop it.



2017 Global HR Trends 1-5

1. Team-based organizations
2. Learning real time, all the time
3. Technology-driven talent acquisition
4. Enriched employee experience
5. New performance management

Source: Deloitte 2017 Human Capital Trends Report



2017 Global HR Trends 6-10

- 6. Digital leadership
- 7. Digital HR
- 8. New role of people analytics
- 9. Diversity and inclusion
- 10. Augmented workforce



Source: Deloitte 2017 Human Capital Trends Report

HR Trends in Distribution

1. Increasing value for human capital development
2. Senior leadership commitment
3. Active onboarding new employees
4. Investment in training
5. Attention to employee engagement



HR Challenges in Distribution

1. Finding right talents
2. Developing competent managers
3. Planning for succession
4. Retaining top performers
5. Managing millennials



Opportunities for Distributors

Mindset

- People-centered Culture
- Employee Value Equation



Skillset

- Training
- Development
- Coaching
- Mentoring



ROFEI

- Performance
- Productivity
- Profitability
- Commitment
- Satisfaction
- Engagement



Questions for Reflection

1. What is the **priority** in your company's human capital agenda?
2. What is the **gap** you need to close to attract/retain top talents?



Remember:

If you want different results,
change your practice.

If you want great results,
innovate your thinking.