

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

Jia Wang, Ph.D.
Professor, Human Resource Development
Texas A&M University
jiawang@tamu.edu



INDUSTRIAL DISTRIBUTION PROGRAM TEXAS A&M UNIVERSITY

IT'S TIME FOR



TEXAS A&M

HOWD

TEXAS A&M UNIVERSITY

ĀM

Human Resource Development

GLOBAL SUPPLY CHAIN LABORATORY

TEXAS A&M ENGINEERING EXPERIMENT STATION

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



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

- 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

- PeoplecenteredCulture
- Employee Value Equation

Skillset

- Training
- Development
- Coaching
- Mentoring

ROFEI

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



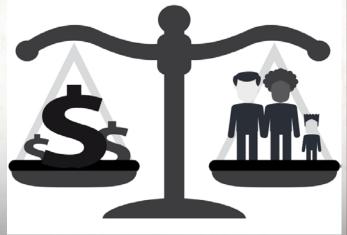




Questions for Reflection

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.

