



velocityHUB



**Welcome to the
Pittsburgh
Leadership Forum**



⦿ **Problems Worth Solving:**

- ⦿ Disruptive Technologies (IIoT, AM..)
- ⦿ Business Not Growing
- ⦿ Finding and Keeping Customers
- ⦿ Retaining Employees

⦿ **Our Solutions**

- ⦿ Technology Roadmapping
- ⦿ Strategy & Business Development
- ⦿ Industrial Marketing/PR
- ⦿ Leadership Development



Welcome to the Leadership Forum

- ⊙ At velocityHUB, Our Vision is to Unleash Growth by Unleashing Leaders
- ⊙ Our Belief is that Leadership Can Be Engineered & Leaders Can Be Made
- ⊙ Our Mission is to *Develop Leadership & Growth with Velocity*



We Created the **Pittsburgh Leadership Forum** for Everyone to Have a Place, Quarterly to:

- ⊙ Learn Tips from Other Leaders
- ⊙ Network with Colleagues
- ⊙ Have Fun with Good People

Defining a Leader

- ◎ **WIN** the **CONFIDENCE** of Those Around Them
- ◎ Possess a **MAGNETISM** that **INFLUENCES** Others
- ◎ **ADMIRERD** for Exemplary **LEADERSHIP**
- ◎ **RESPECTED** as an **AUTHORITY**
- ◎ **RELIED** on for **STRENGTH & WISDOM**



What People See



What People Hear



Valerry Mannarino

**Vice President, Coaching
& Training**

VelocityHub Pittsburgh

**Manager Recruitment
Services**

**Protech Business
Solutions Inc.**

A Successful Leader and Practitioner Across the Talent Acquisition Functions: Recruiting, Staffing, Training, Sourcing, Client Development...



“Survival of the Fittest” - *Charles Darwin*

- © McKinsey study of 1997 declared that companies needed to aggressively hire, reward and promote good talent, while ruthlessly weeding out the weak.
- © The result of this was management teams promoting a Darwinian approach to their staffing plans that actively undermined collaboration.



Problems Created

Profit above people mentality

Resentment built up in the workplace

Produced overly competitive dynamics amongst employees

Loyalty decreased

Lower engagement / company culture

War on talent becomes the norm



How do we Change the Game?



People first?



Reward collaboration?



“Service profit Chain” loyalty?

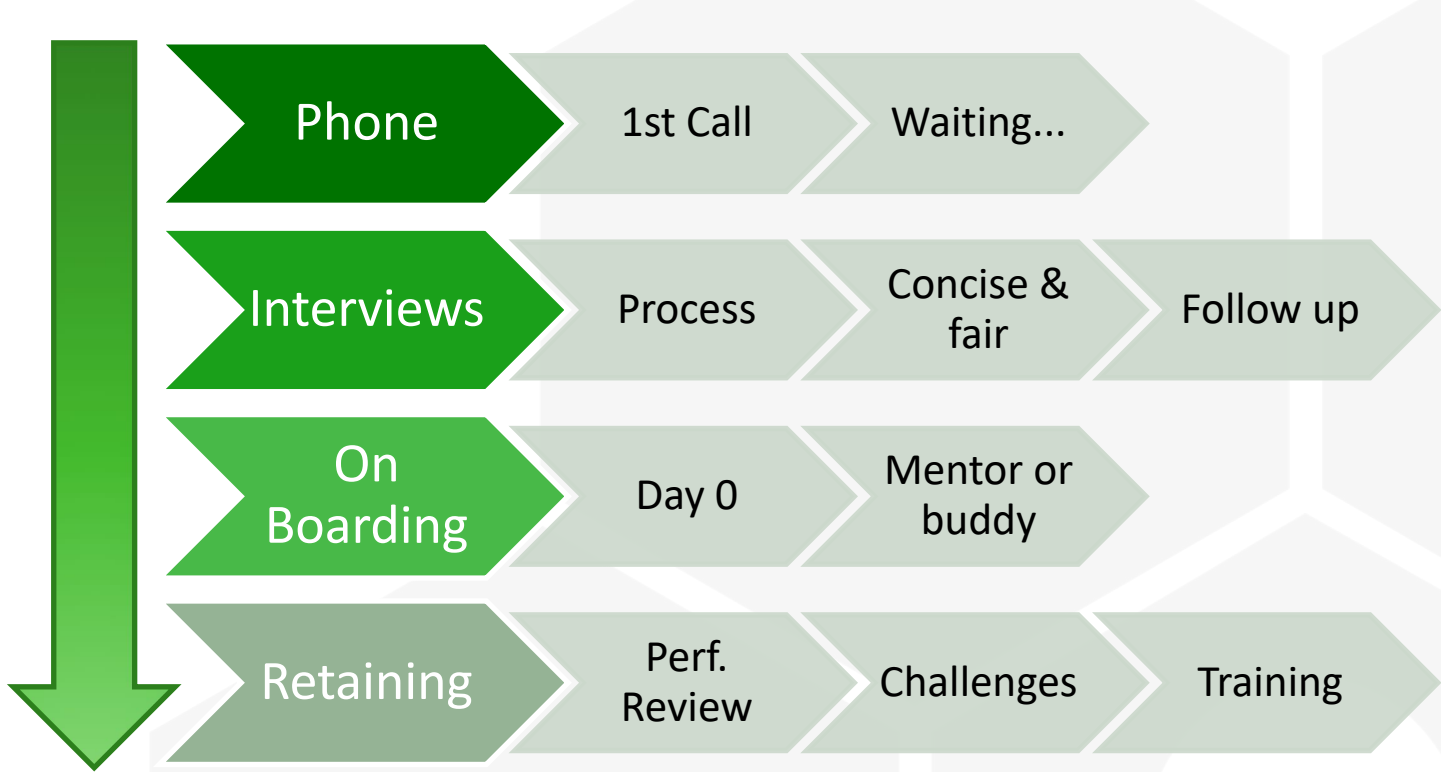


Leaders embracing culture?



Engaged employees?

Best Practices



Profitability Chain

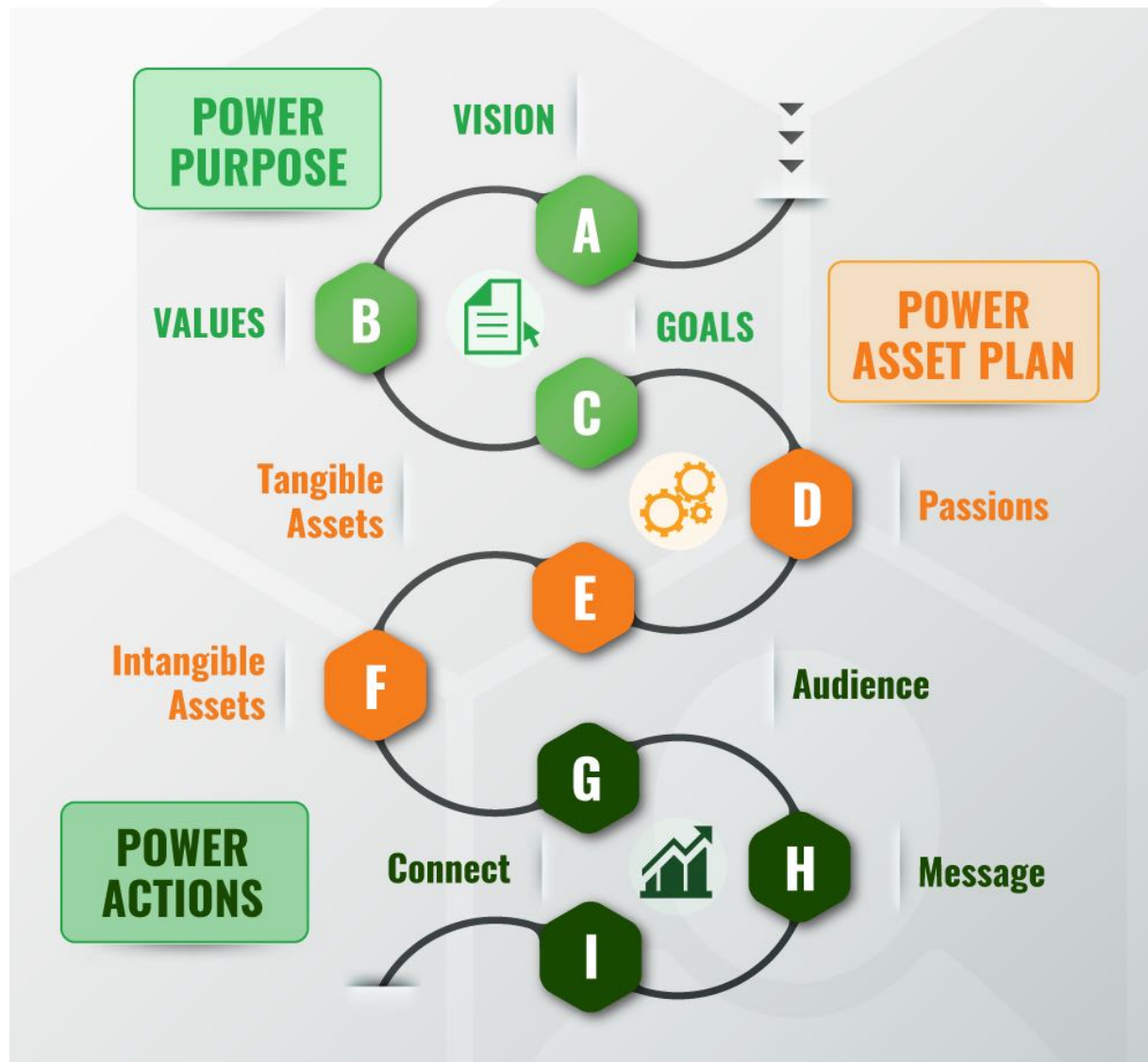


- Reducing cost of recruiting or replacing talent - \$30-\$50k/employee!
- Productivity gains – 6 to 9 month waiting for talent. That's \$300k worth of sales contribution equivalent per head!

"In the long history of humankind (and animal kind, too) those who learned to collaborate and improvise most effectively have prevailed."- Charles Darwin



The Power Brand Approach



Two New Packages



Grow Your Talent Bench with Velocity!

- A pressing need in today's job market is building a strong leadership bench in preparation for the 30% decrease in working Americans when the Baby Boomers retire.
- We designed a curriculum to help your emerging leaders build the competencies and life skills necessary to transition from a tactical thinker to a strategic mind set. Learning to see the big picture is how individuals grow from being managers into leaders.



Align your "A-Team" with Velocity!

- A pressing need in today's tough environment is building a stronger Leadership Team than your competition's.
- Bridging the gap from individualistic environments and mind sets to a true team culture at the top is critical to enterprise wide focus and goal attainment.
- We designed a course that help A-Players to be aligned at expressing confidence in the vision of the organization, builds comradery, and set positive standards for collaborative settings.



