OPTIMIZED PEOPLE DEVELOPMENT SYSTEM

Improve What Drives the Organization

Recruiting ↔ **Retention**

Training Program

Onboarding ↔ **Performance**

What is the Optimized PDS?

A leadership framework used to improve the system companies use to find, train, and retain people – their internal People Development System.

What does it mean to optimize a people development system?

It means empowering leaders to continually improve the system by identifying connections between the five functional areas, increasing communication across the system, using data more effectively, and cultivating a deep appreciation for learning.

Why should companies work to optimize the PDS?

Competition for talent will continue to be a challenge. The unrelenting pace of change means that the PDS must be adaptable and resilient. It is the most important system within an organization because it facilitates relationships, promotes communication, and ensures stability in the ranks. A high performing PDS provides an important competitive advantage.

How does the Optimized PDS approach work?

It uses systems thinking, lean thinking, and learning organization concepts to facilitate dialog among all PDS stakeholders. It is designed to help teams:
- See the current PDS.
- Understand how it operates.
- Develop a strategy to improve the system's performance.

To optimize the PDS all stakeholders must:
- Share a common understanding that it is a dynamic, interconnected system.
- Recognize their role in the system and how they influence the system's performance.
- Seek to reduce or eliminate waste in the system, and
- Strive to promote a culture of learning.

CONTACT TIM WALDO: 📞 (865)805-0813 ✉ twaldo@utk.edu

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OPTIMIZED PEOPLE DEVELOPMENT SYSTEM FROM TMEP

Who are the stakeholders of the PDS?

Many people are engaged in finding, training, and retaining talent for the organization (not just HR!). All supervisors, managers, and leaders within the organization play a part in the system.

There are multiple customers with expectations of the PDS:

- The multi-talented people you bring into the organization (and that you strive to keep!)
- The teams that these people will join
- The organization as a whole

What are the benefits of optimizing the PDS?

For the employee

- Consistent developmental planning and conversations throughout their time with the organization.
- A holistic system that engages with them all the way through their development process.
- Clear understanding of their potential. Continual feedback into the system ensures that the team member remains the focus and that their needs/desires are aligned with the PDS functions.

For the teams they will join

- Improved communications about the development journey of their team members.
- Better understanding of the rest of the PDS – visibility across all five functional areas.
- Increased influence over retention and development activities.

For the organization

- Adds more focused effort to a critical area of success for the entire organization.
- More precise control of the whole PDS. Increased visibility across the system (data, movement, performance, etc.)
- Increased ability to engage team members by improving the organization's culture.

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