



Driving Workforce Excellence in a Changing World



What?

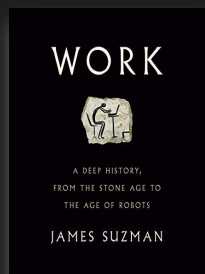
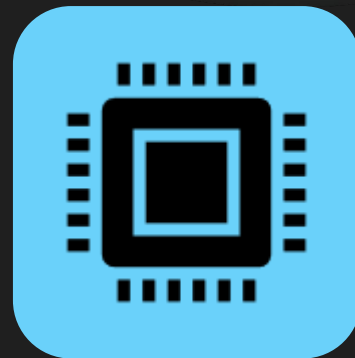
WHERE WE'VE BEEN



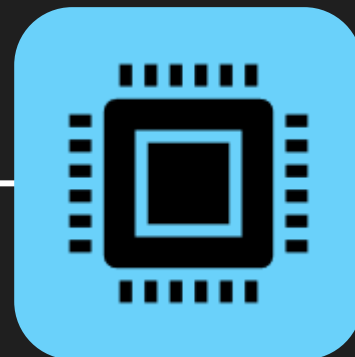
WHERE WE ARE



WHERE WE'RE GOING









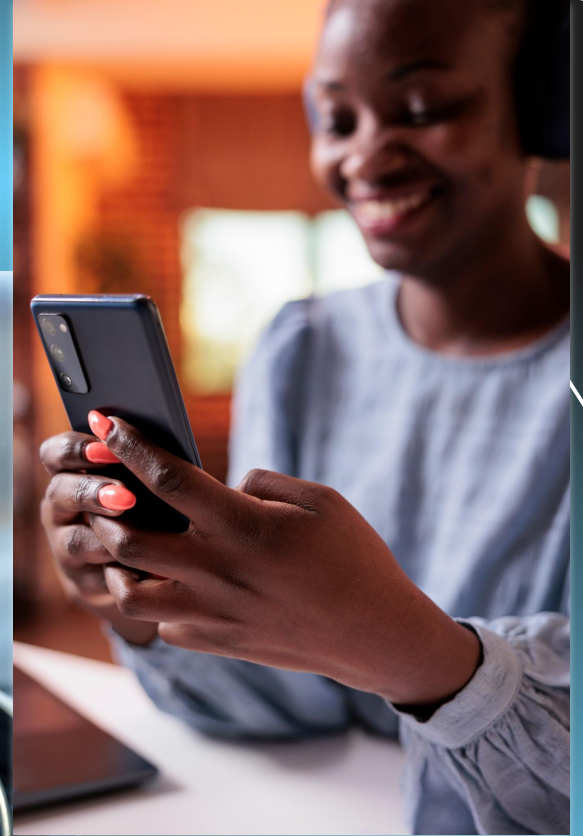
**Let's talk about
the 40-hour
workweek.**

**Henry Ford implemented a
40-hour, 5-day workweek for his
factory workers in 1926...**

...a pioneering move that improved
employee well-being and
productivity and set a precedent
for the modern workplace.

**Digital, always
connected world**

The background features a dark blue to black gradient. A bright blue light source is visible in the upper right, creating a radial glow. Several white, flowing, abstract lines sweep across the right side of the image. The text 'Digital, always' is circled in a light blue line, and 'connected world' is underlined with a light blue line.





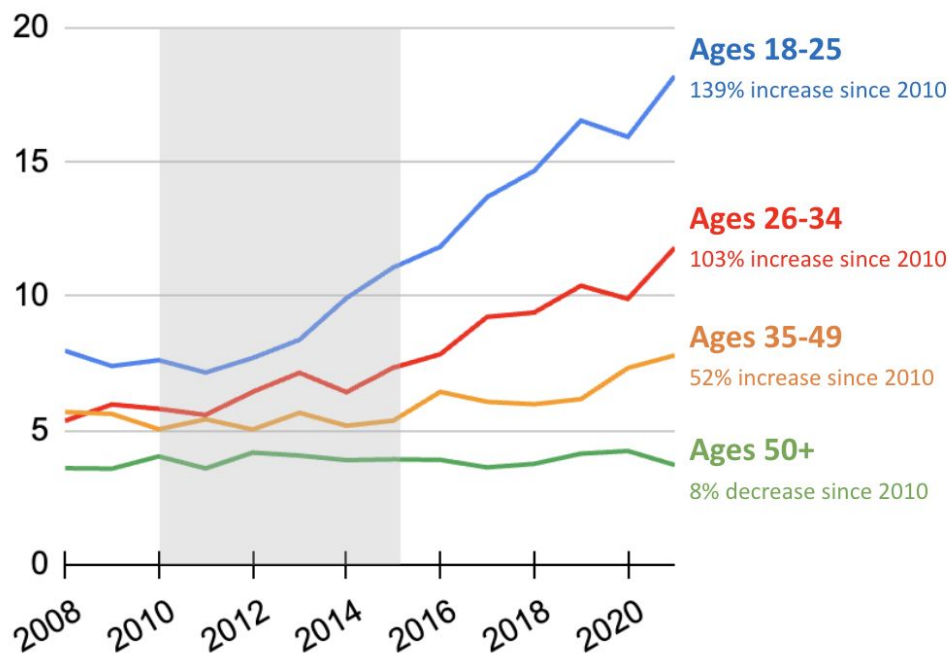
The Decline of
Play-Based
Childhood



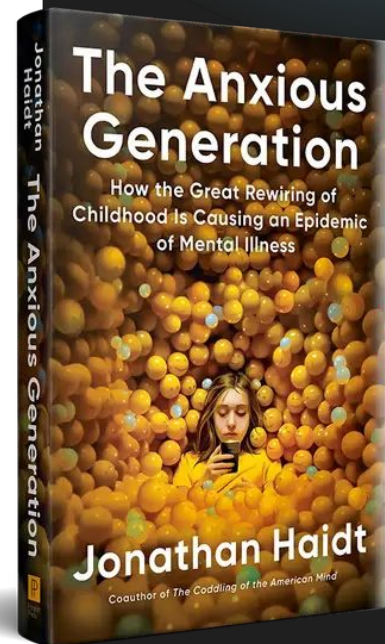
The Rise of the
Phone-Based
Childhood



Percent U.S. Anxiety Prevalence



SOURCE: U.S. National Survey on Drug Use and Health



"I am issuing a surgeon general's advisory to call attention to the stress and mental health concerns facing parents and caregivers and to lay out what we can do to address them."

The New York Times

OPINION
GUEST ESSAY

Surgeon General: Parents Are at Their Wits' End. We Can Do Better.

Aug. 28, 2024



Charlotte Ager

Plus!

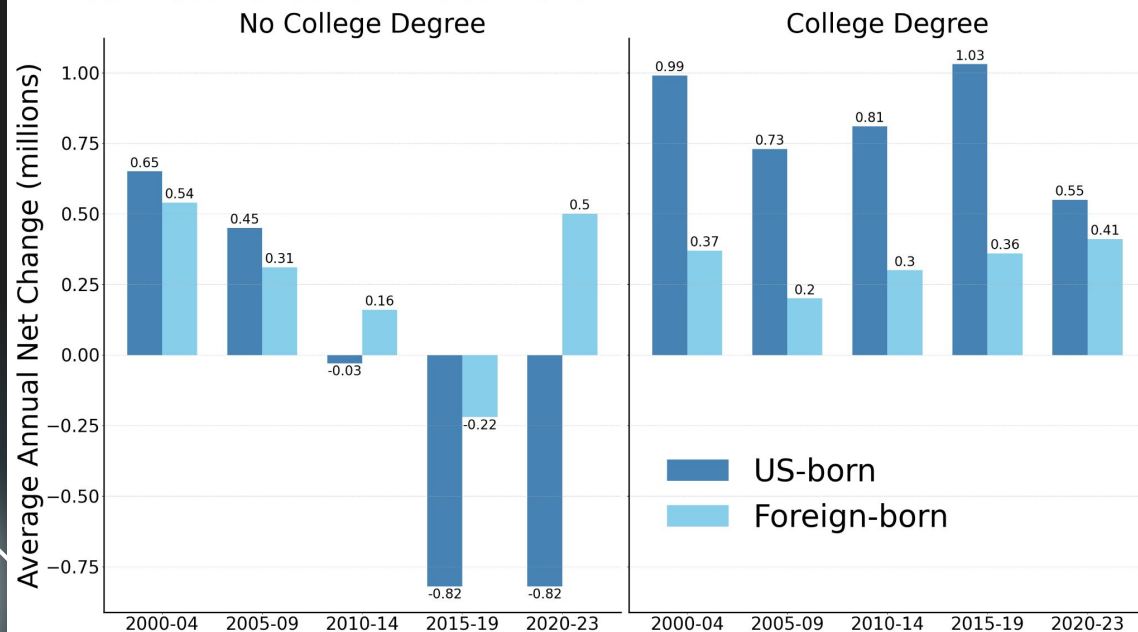
FEWER WORKING MALES



Plus!

IMMIGRATION SHIFTS

CHANGE IN WORKING-AGE POPULATION BY EDUCATION NET ANNUAL CHANGE, 2000-2023




Source: U.S. Census Bureau, American Community Survey (ACS); authors' calculations.

Note: Population 18-65 years old. Foreign-born include individuals with any immigration status, including undocumented immigrants.

Econofact: econofact.org

Plus!

WHAT ELSE?



**We have our
work cut out
for us.**

So... what do we do?

Excellence in Yourself

Work hard and consistently at
the right and very few things.

3

Small Habits



1. Move

The background is black with abstract blue and white geometric shapes. In the top right, there is a blue circle with a white outline. In the bottom right, there is a white circle with a blue outline. A white line curves from the top right towards the bottom right.

**2. Put the damn
phone down**

3. Relationships



Model Excellence for Others

Live in your values.



**Don't make people
work outside of work
hours.**

And don't do it yourself!

**Have regular
one-to-one meetings
with every direct report.**

**Build relationships
across departments
(and organizations).**

**Stop keeping people in
meetings all the time.**

Together.

EXPAND THE LABOR POOL

Together.

EXPAND THE LABOR POOL

MORE MEN WORKING– Promote The Success Sequence

CHILDCARE AVAILABILITY, AFFORDABILITY AND ACCESS

Together.

EXPAND THE LABOR POOL

IMMIGRATION POLICY

SECOND CHANCE PROGRAMS

Together.

WORKPLACE PARADIGM SHIFT

SHORT SHIFTS

FLEX WORK

Onin
FLEX

Together.

WORKPLACE PARADIGM SHIFT....DARE I SAY....



**Let's talk about
the 40-hour
workweek.**

**Henry Ford implemented a
40-hour, 5-day workweek for his
factory workers in 1926...**

...a pioneering move that improved
employee well-being and
productivity and set a precedent
for the modern workplace.



**Let's talk about
the 24/7/365
mindset....**

**Let's talk about
the 24/7/365
mindset....**

THANK YOU

Mary Ila Ward

miw@horizonpointconsulting.com

