

"From Hiring to Inspiring: The Path to Workforce Success."

Find People

Keep People

Inspire People



Eddie LeMoine

- **Bestselling author**
- **keynote speaker**
- **Seminar leader and corporate trainer**
- **40 plus years of experience**

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Employee Engagement

It's not that way for
everyone

Agenda

Engaging the Modern Workforce: *Finding, Keeping, and Inspiring Talent*

Why



The Why

- What is the Labour Market Trends
 - Impact of the aging demographics
 - Remote work post-pandemic
 - Scare the BERGEEBERS out of you

How



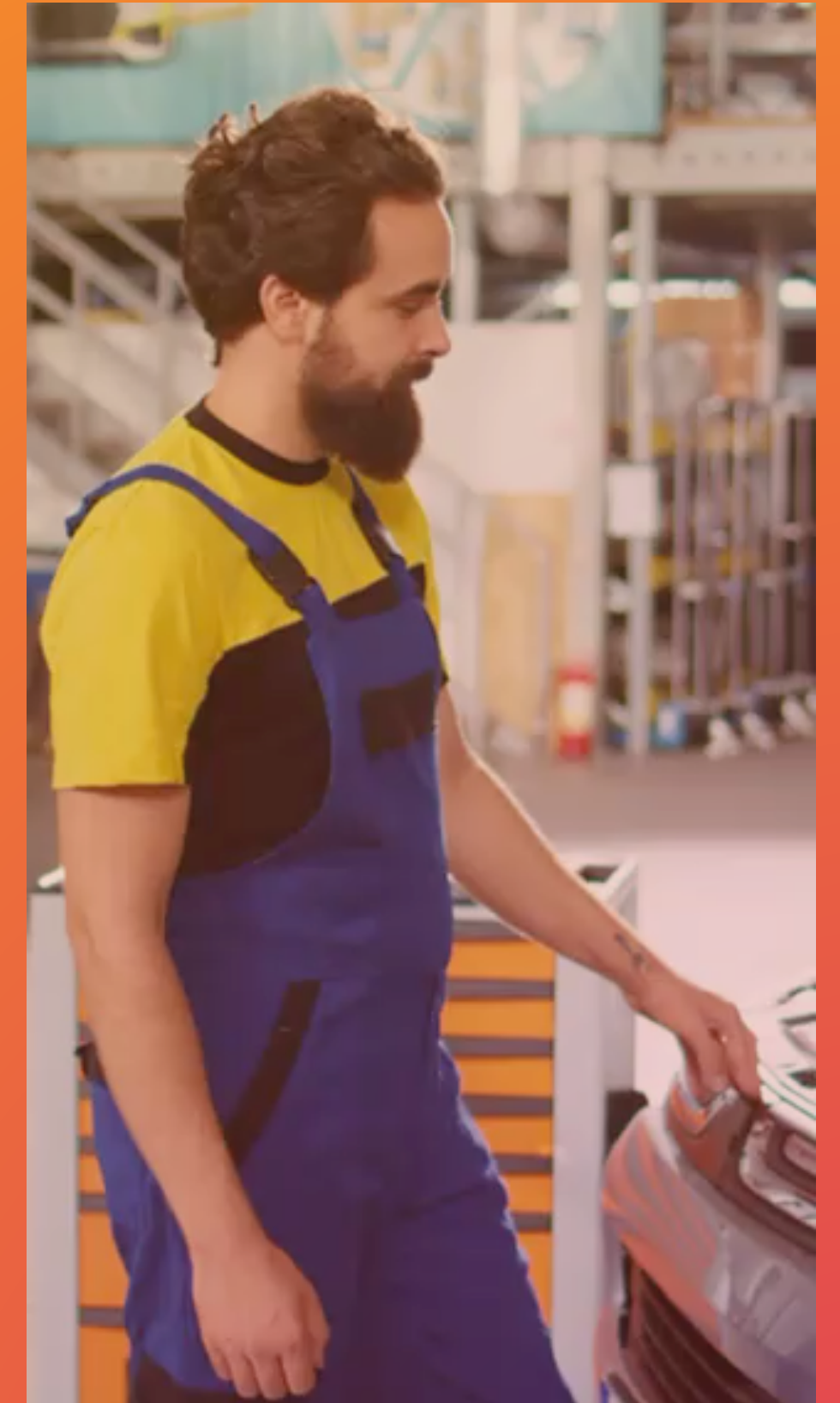
The How

- Employee engagement
 - Attraction and retention
 - Capacity building

Lets get inspired

Agenda

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Trends Shaping the Workforce Landscape.



Future-Proofing Your Workforce Amid Changing Demographics.

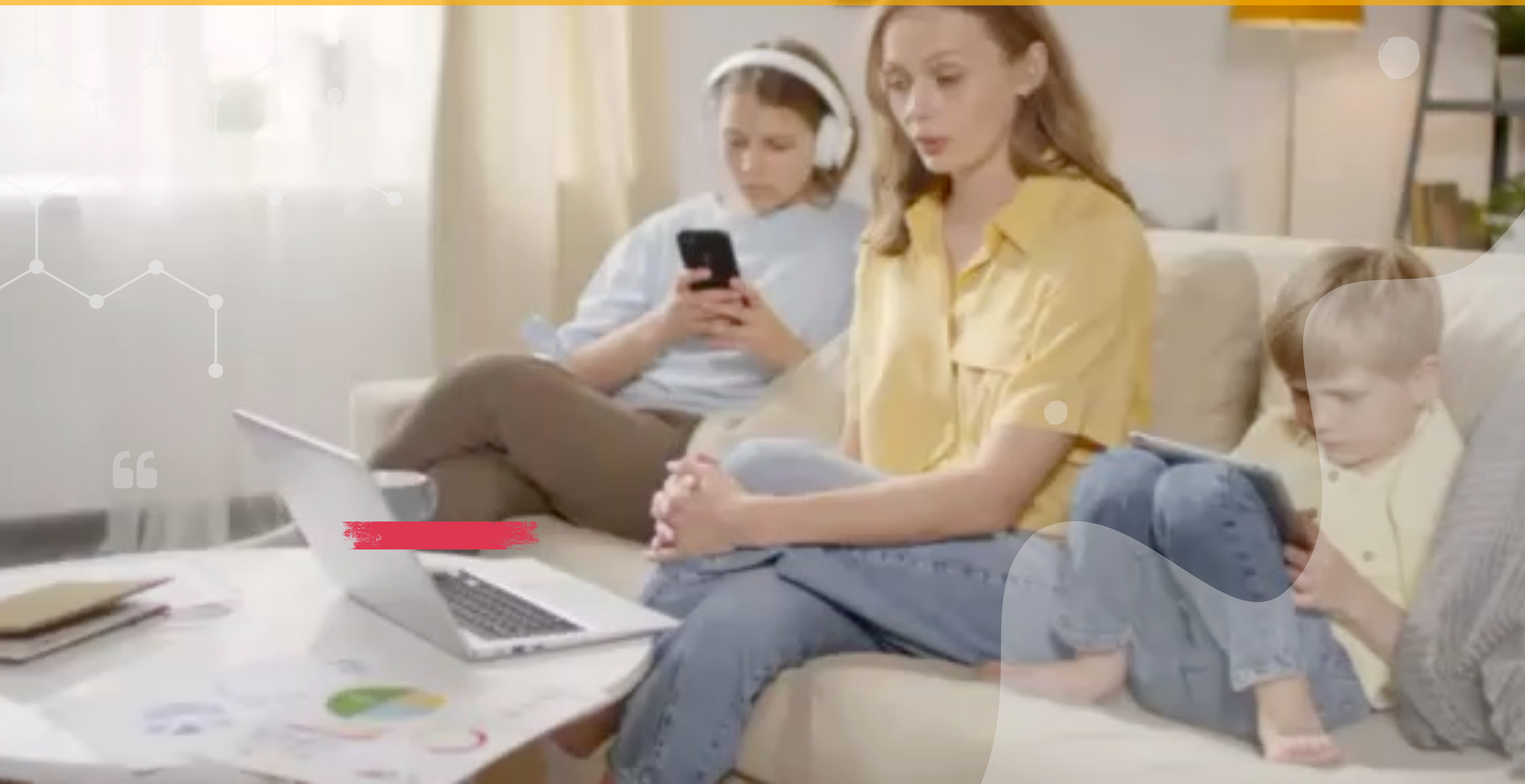


The way people are
working post-
pandemic

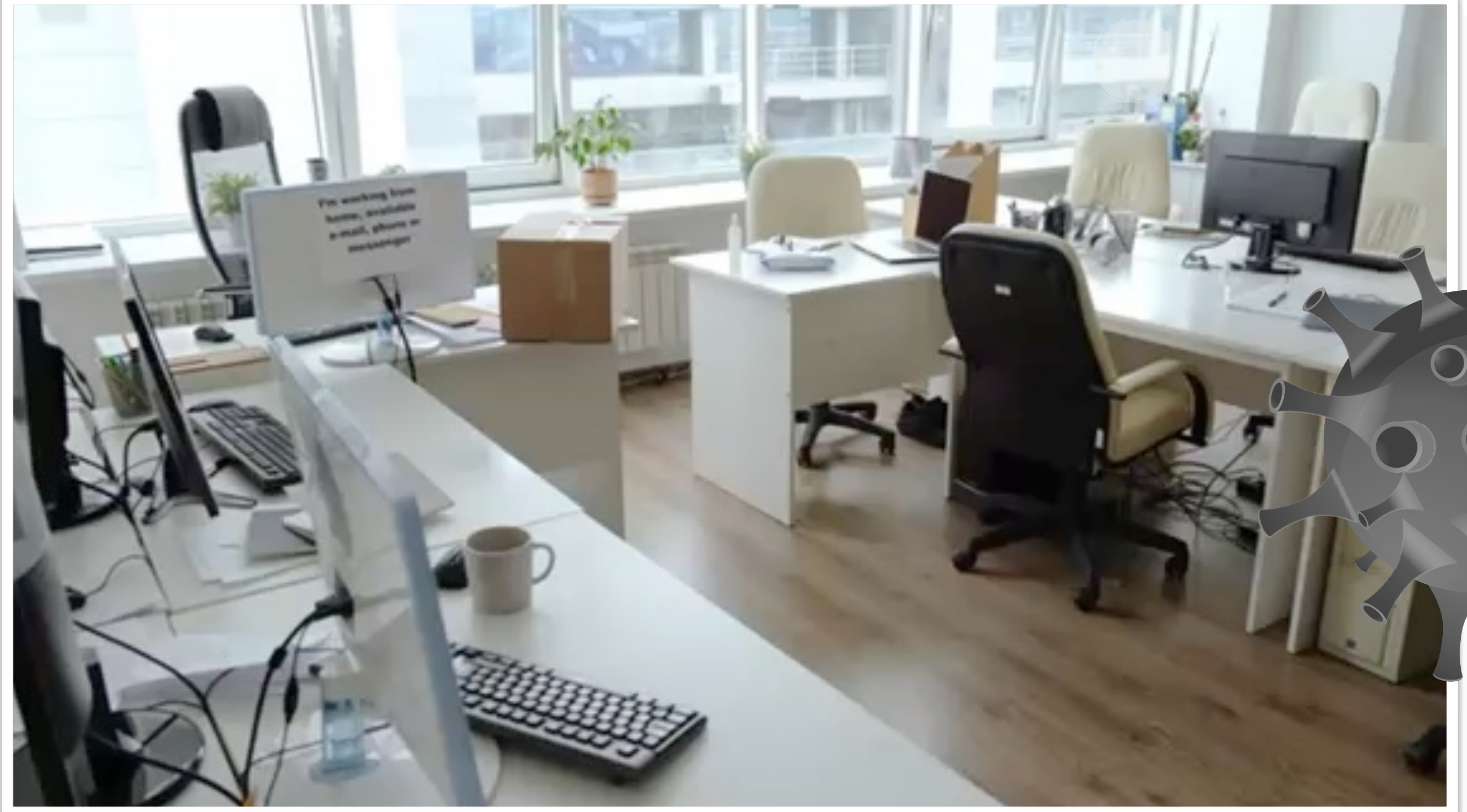


The impact of
changing
demographics

What will work look like **in the future**



It will never go
back **to the way**
it was.



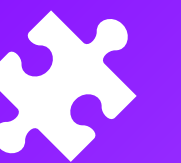
Key
Drivers of
Change

- “
- Safety
 - **Convenience**
 - Cost
 - **Recruitment**





Balancing Home and Office: Rethinking Workspaces Post-Pandemic.



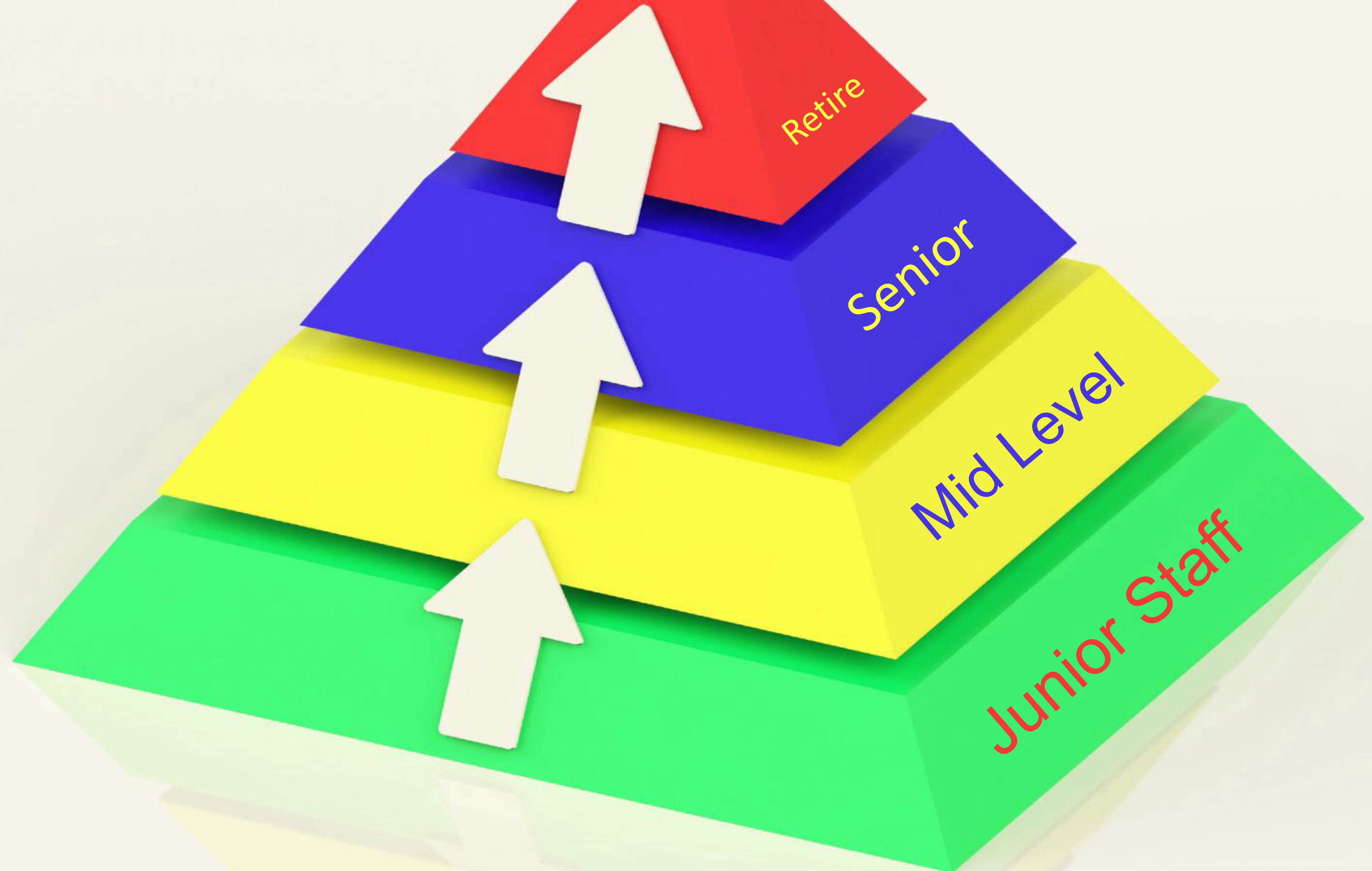


The impact of changing demographics

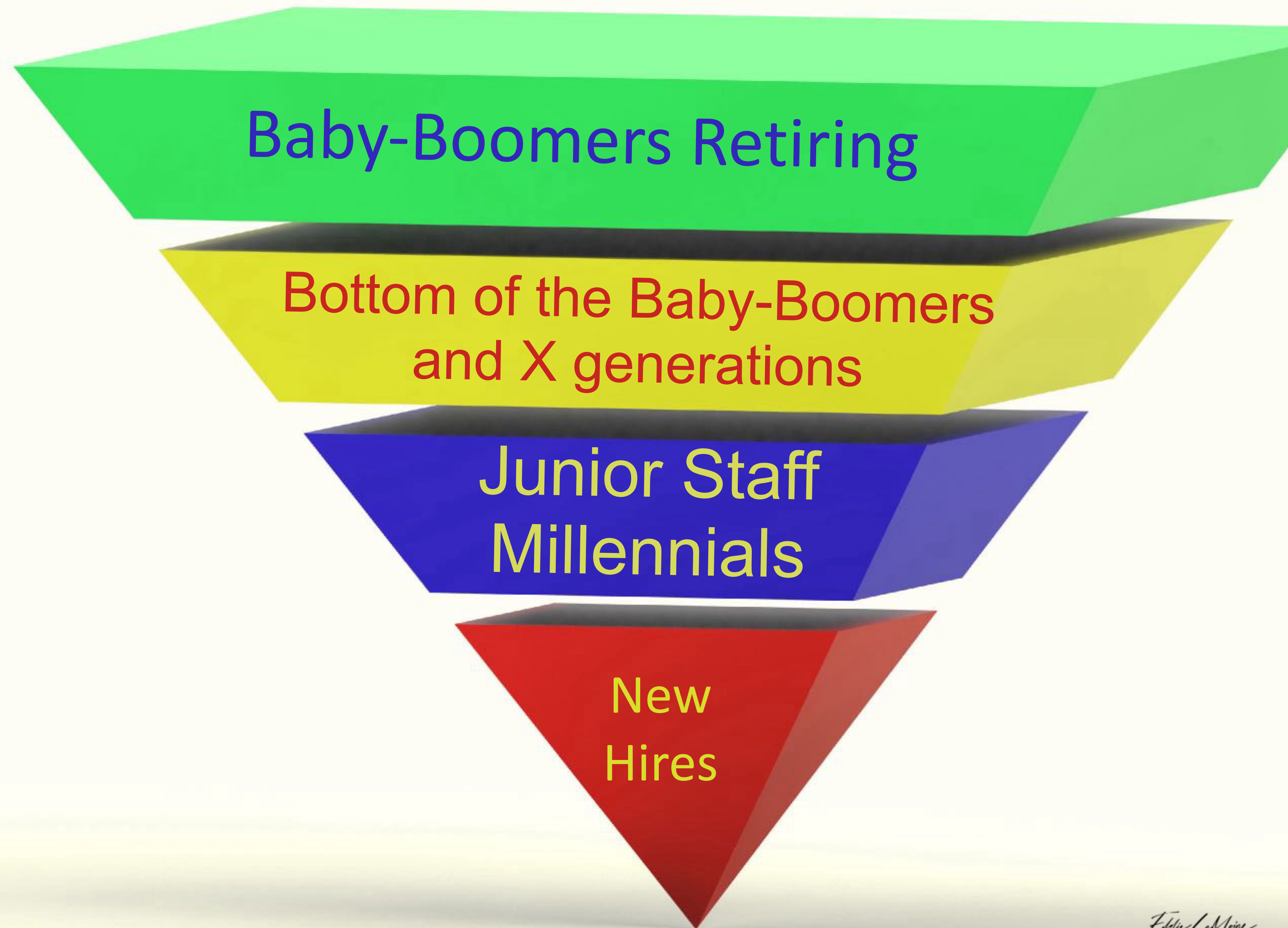
✓ The aging population

Where did everyone go?

The Past 100 Years

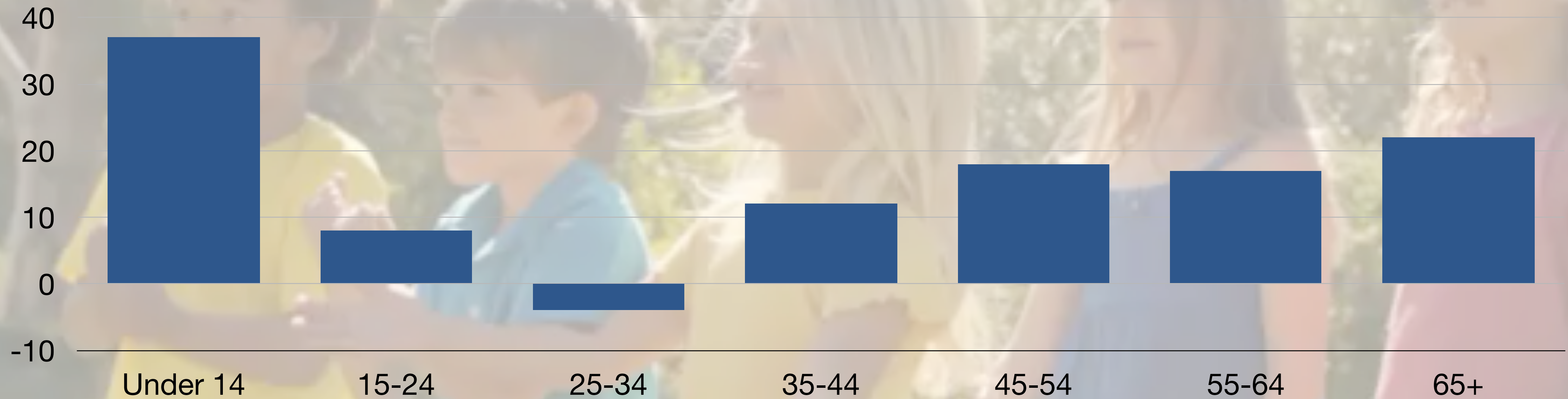


The Next 10 Years



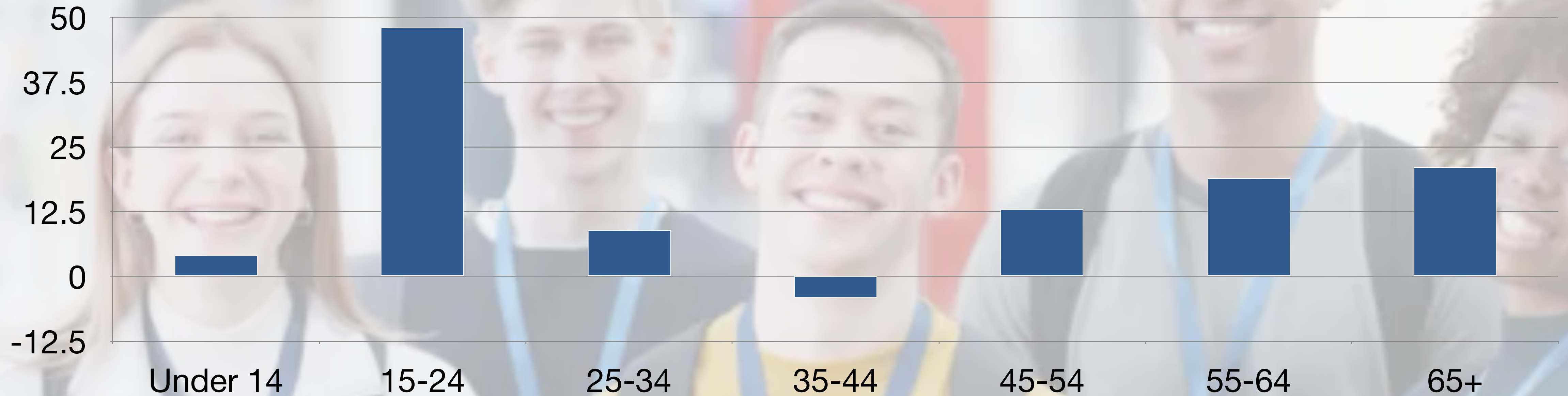
POPULATION GROWTH 1950-1960

Progression of the Baby Boomers



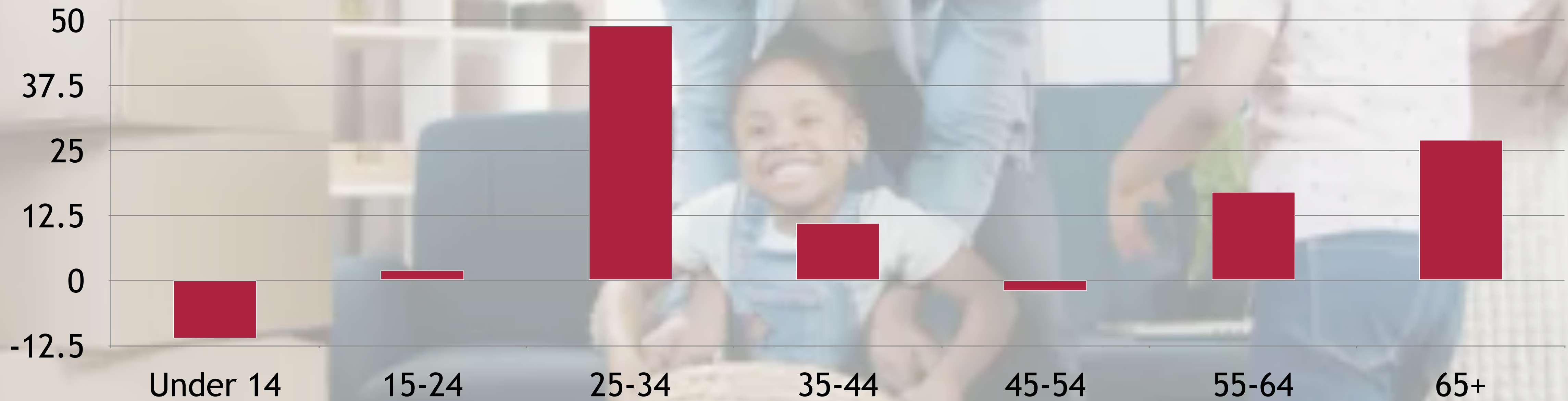
POPULATION GROWTH 1960-1970

Progression of the Baby Boomers



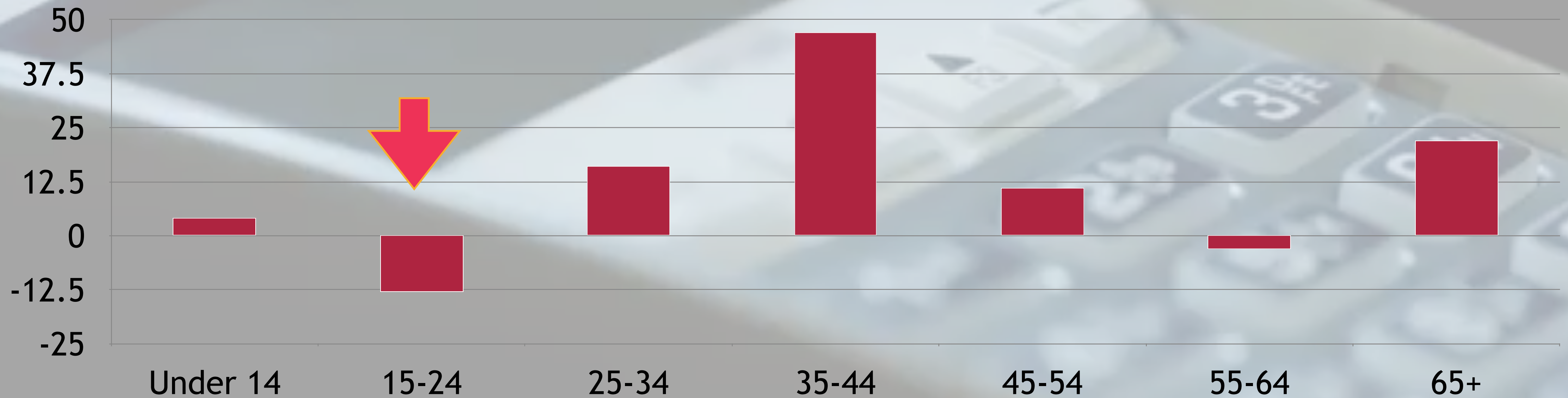
POPULATION GROWTH 1970-1980

Progression of the Baby Boomers



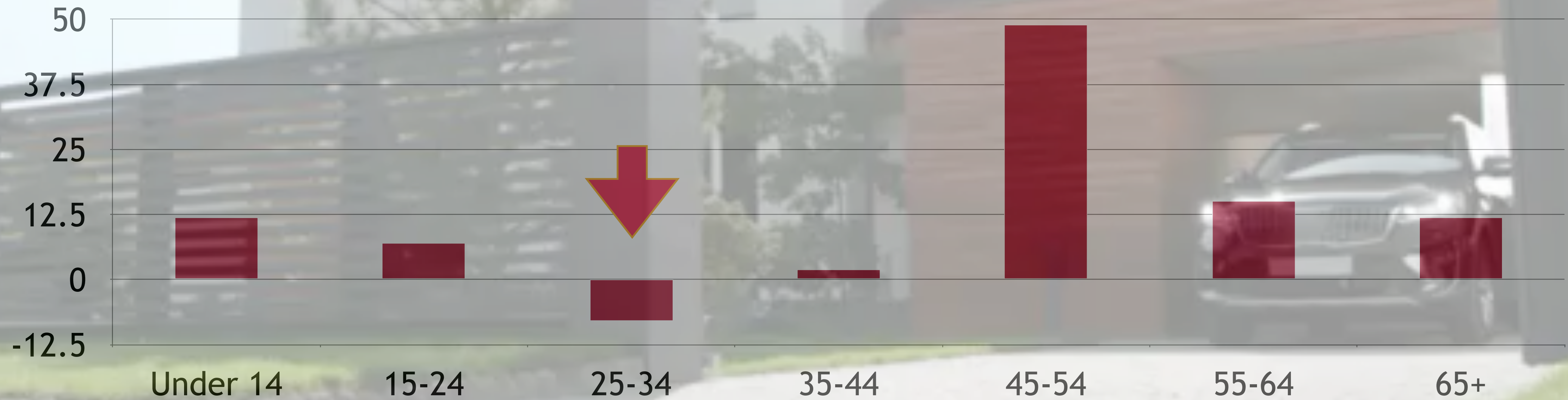
POPULATION GROWTH 1980-1990

Progression of the Baby Boomers



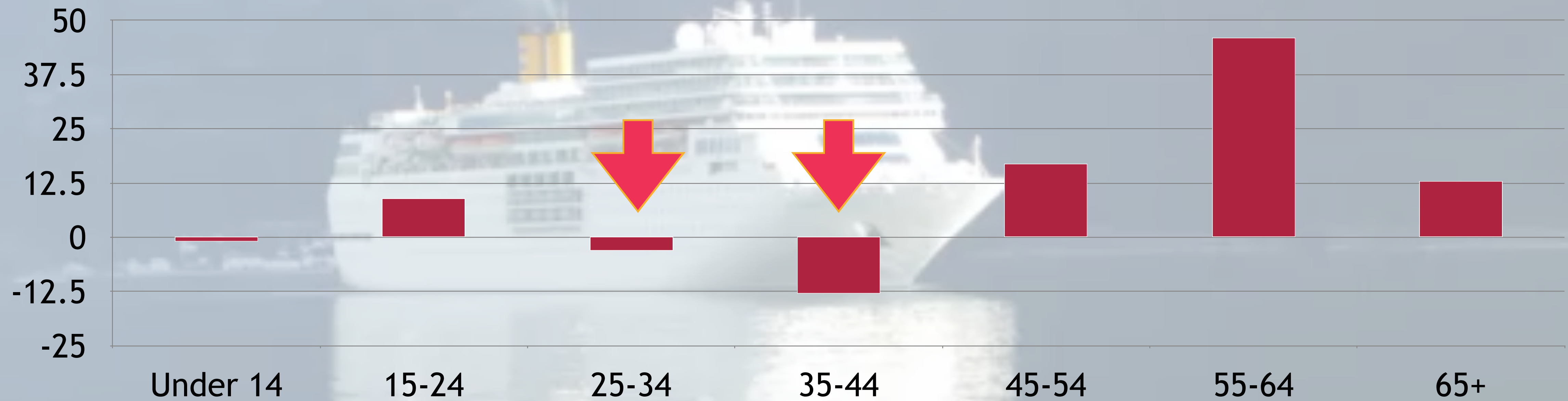
POPULATION GROWTH 1990-2000

Progression of the Baby Boomers



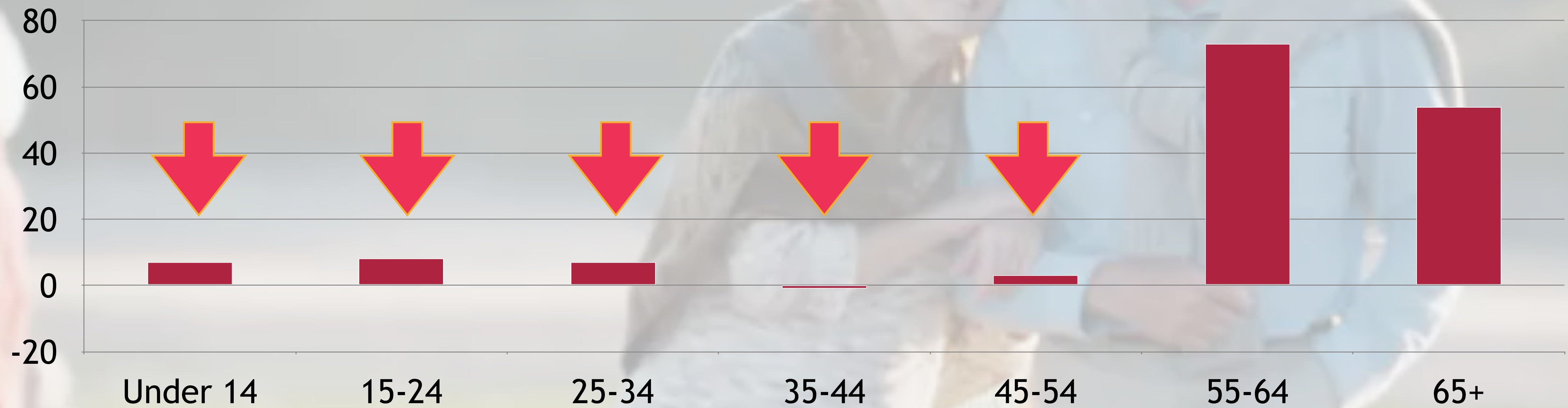
POPULATION GROWTH 2000-2010

Progression of the Baby Boomers



POPULATION GROWTH 2010-2020

Progression of the Baby Boomers



The aging population



*“Did you know that by 2030, **one in four Canadians will be aged 65 or older**? This demographic shift not only reshapes our communities but also intensifies the demand for skilled professionals, especially in healthcare, to support our aging population.”*

This year, approximately 12,500 Canadians will retire weekly, contributing to around 1,300,000 skilled worker vacancies since 2019.

No Better Time To Be Working



What can we do?

- Diversity
- Technology and Automation
- Employee Engagement



"Diversity, Equity, and Inclusion are essential to solving Canada's labour shortages. Immigrants drive nearly 100% of our labour force growth, and they already make up 36% of our physicians, 33% of business owners, and 41% of engineers—showcasing the critical role diverse talent plays in building our economy."

A man in a white lab coat and a woman in a black leather jacket are interacting with a white humanoid robot. The man is pointing at the robot's arm, and the woman is looking on with a smile. The background is a blurred, futuristic interior with warm lighting.

Should we be looking at technology?

The World Economic Forum predicts AI
will replace 85 million jobs by 2025.



**Why is
employee
engagement
critical now.**

Engaged=Discretionary Effort

Employee Engagement

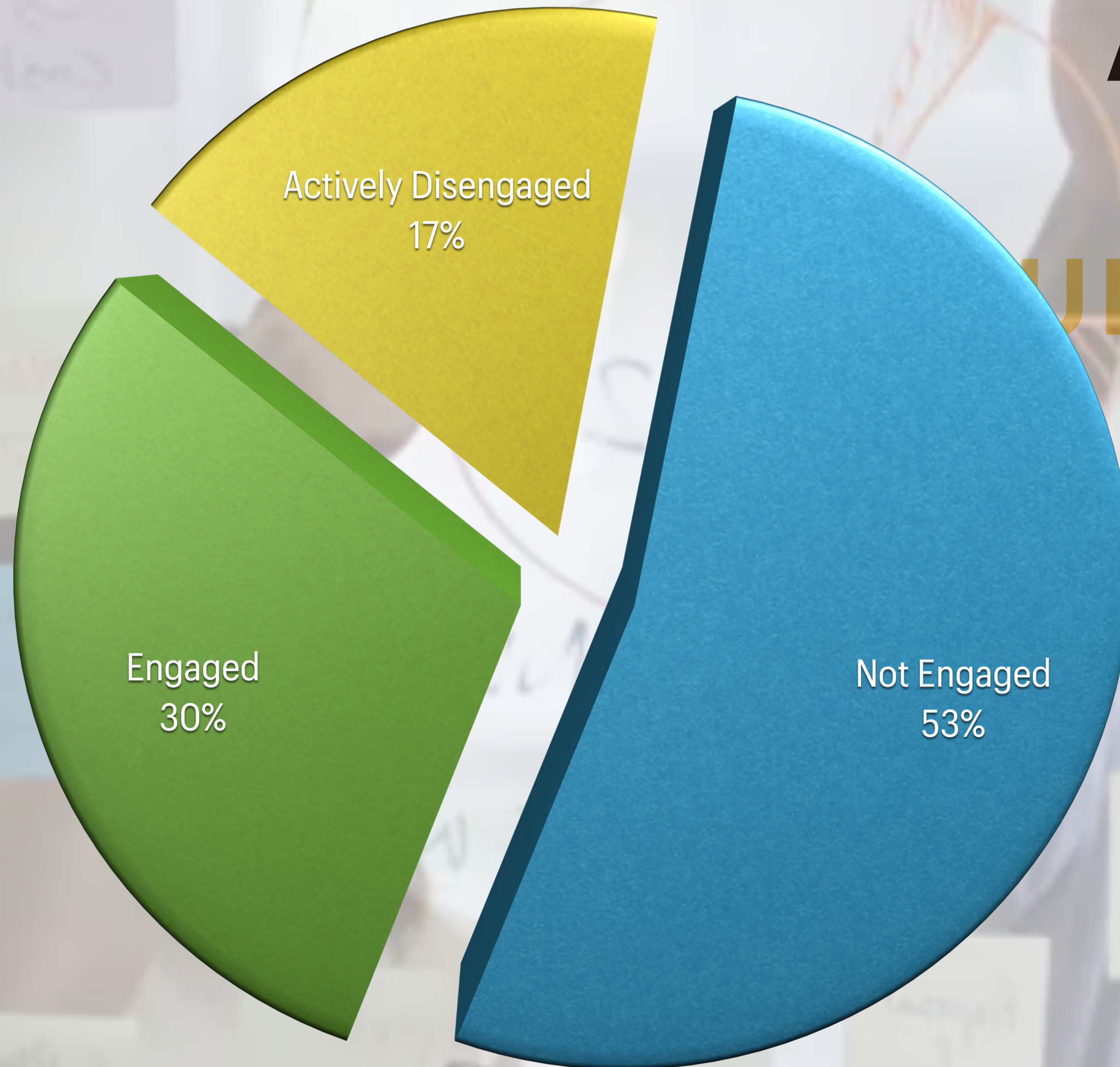
Inclusion and co-creation

- Looking for ideas and support throughout the organization.
- Leveraging the strengths of individual team members to achieve corporate goals.
- Employees are emotionally committed to the success of their employer.

ABOUT THE NUMBERS



ABOUT THE NUMBERS



The Benefit and Cost of Leading an Engaged Team



\$.90

Engaged 30%
60% of productivity



\$.70

Disengaged 53%
60% of productivity



\$.50

Actively disengaged 17%
-20% of productivity

Two-Week Empower & Drain Challenge

(Inspired by Marcus Buckingham)



Daily Reflection Form

| Date: _____ |

| Day #: _____ |

Task/Activity	Empowers Me (E)	Weakens Me (W)
_____	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>

↓

Instructions:

- 1. At the end of each day, reflect on your tasks.
- 2. Write down your key activities and mark whether each task:
Energized (E) you or
Weakened (W) you.

Review your patterns at the end of the two weeks to understand what empowers and drains you.

\$.90

Engaged 30%
60% of productivity

\$.70

Disengaged 53%
60% of productivity

\$.50

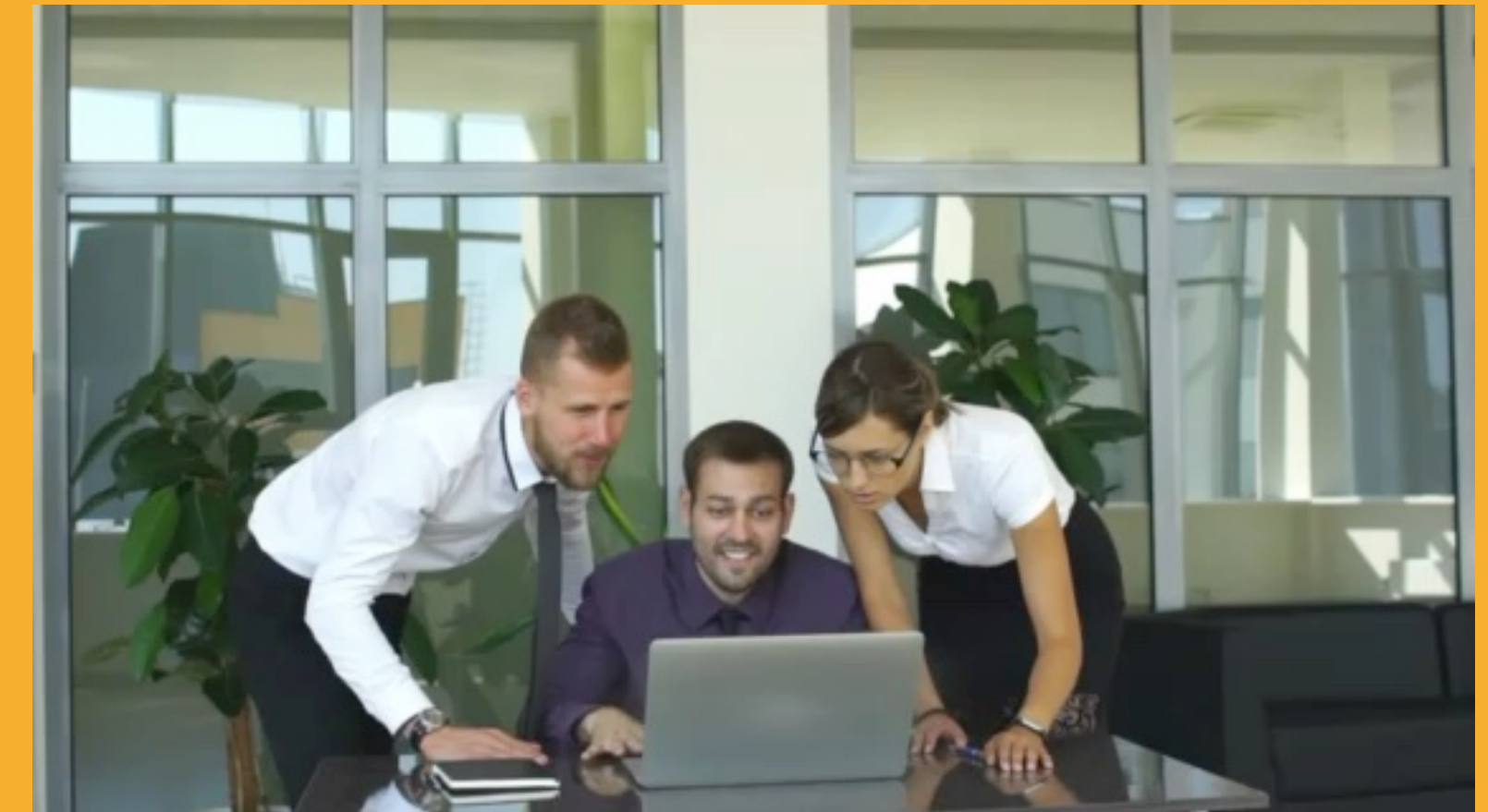
Actively disengaged 17%
-20% of productivity

Three steps to closing the engagement gap

Know them

Develop them

Motivate them



Eddie LeMoine
PROFESIONAL SPEAKER

Mindset Mastery: From Employee Engagement to Personal Empowerment

Bring About What You Think About

Eddie LeMoine



Stinking Thinking

It all started at the Old Triangle Pub.....





I Noticed Changes

235 Pounds



I Noticed Changes

195 Pounds



Our clients

My Research



Science

The way the brain works



Psychology

The questions we ask



Unexplainable

Things that happen we can't explain

Unexplainable



Unexplainable





They discovered they were sisters.

WHERE IS YOUR ATTENTION?

“Whatever you focus your “*attention*” on and “*energy*” towards you “Bring” into your life.”

“Your secret internal conversations are slowly shaping your destiny.”

Thoughts



“Sow a thought, reap an action.”



“Your secret internal conversations are slowly shaping your destiny.”

Thoughts

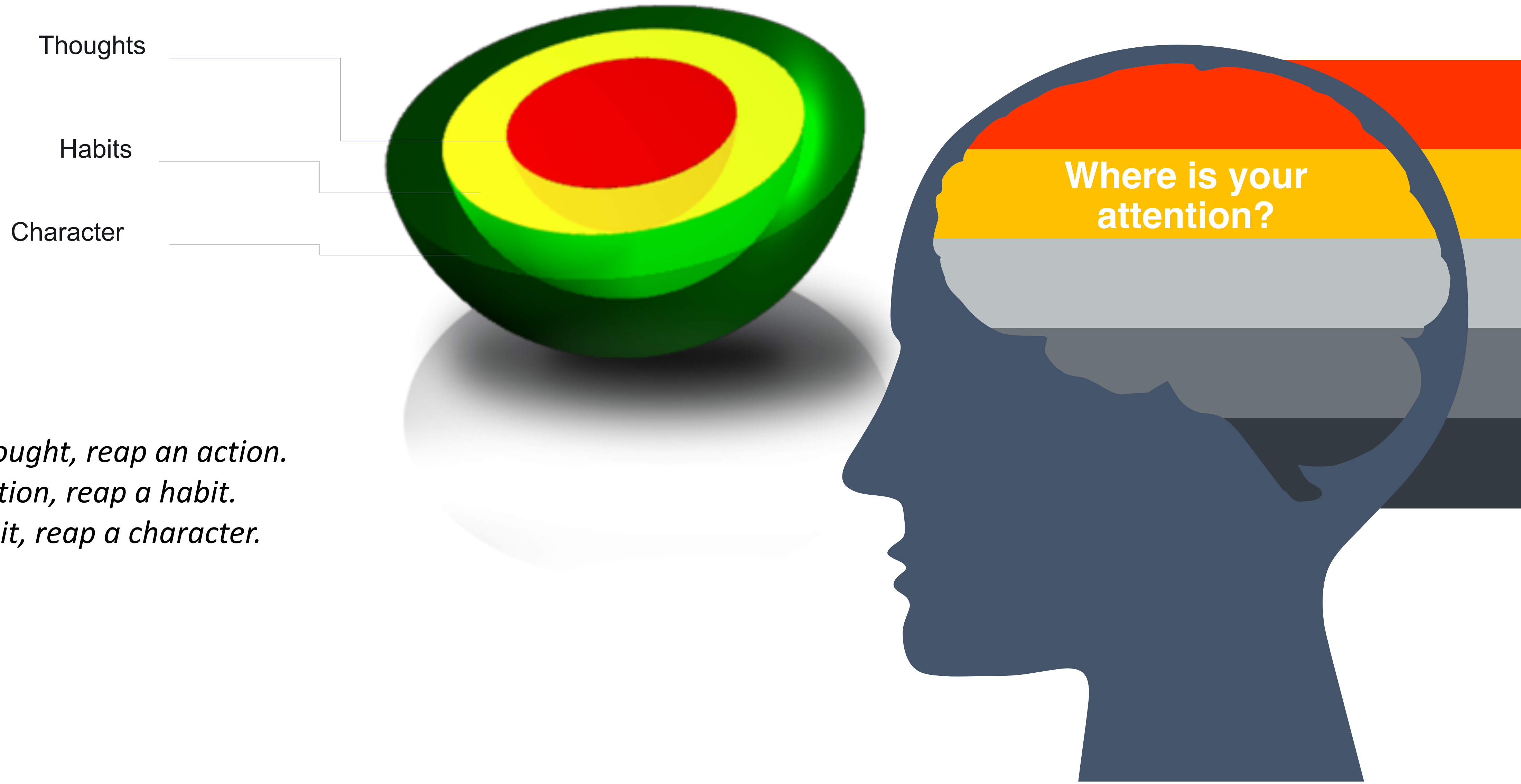
Habits



*“Sow a thought, reap an action.
Sow an action, reap a habit.”*

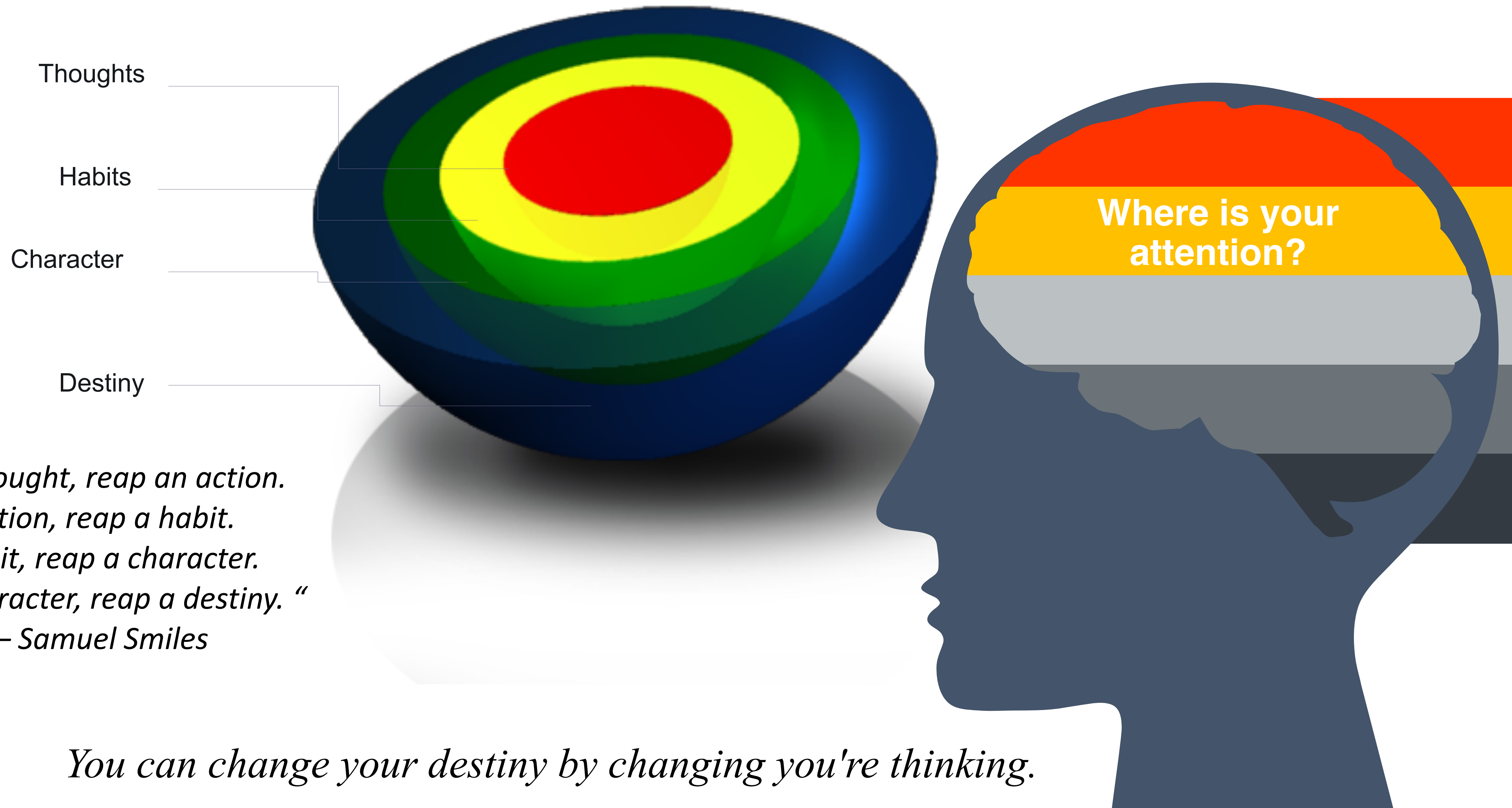


“Your secret internal conversations are slowly shaping your destiny.”



*“Sow a thought, reap an action.
Sow an action, reap a habit.
Sow a habit, reap a character.”*

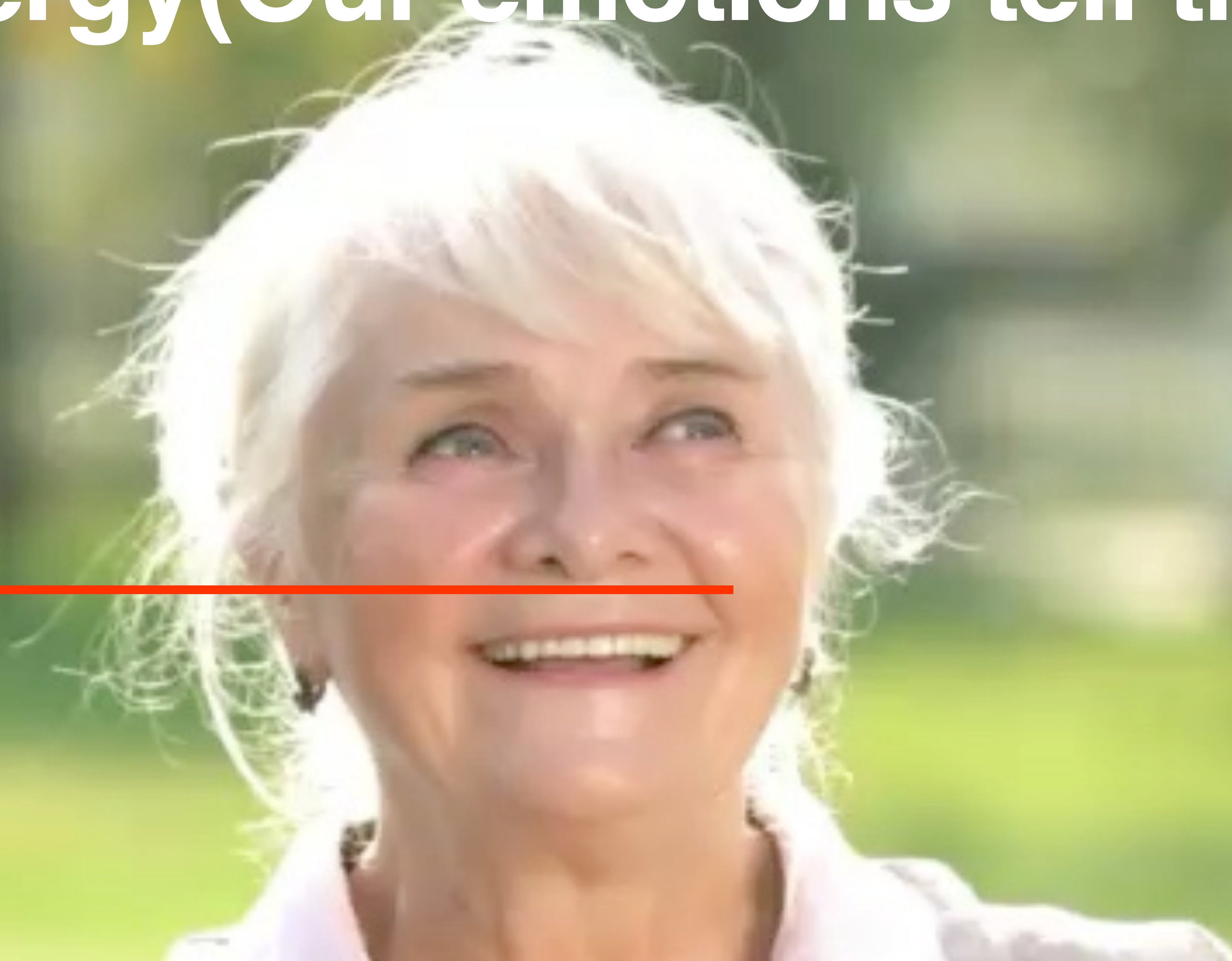
“Your secret internal conversations are slowly shaping your destiny.”



*“Sow a thought, reap an action.
Sow an action, reap a habit.
Sow a habit, reap a character.
Sow a character, reap a destiny. “*
– Samuel Smiles

You can change your destiny by changing you're thinking.

Energy(Our emotions tell the story)



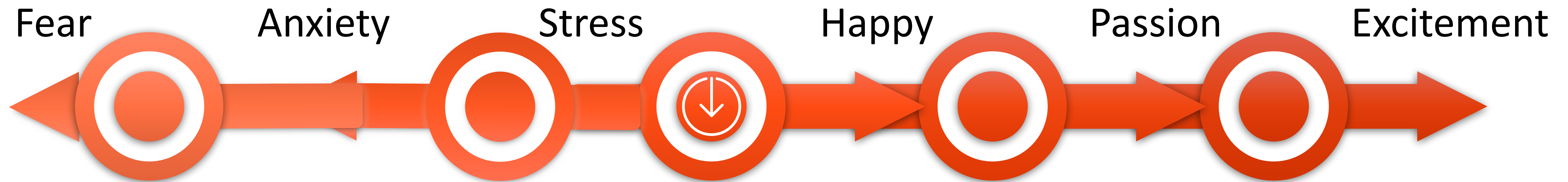
Energy Our emotions tell the story



- Challenging to achieve your goals
- Hard to change your habits

- Your goals come to you easily
- Easy to form new empowering habits

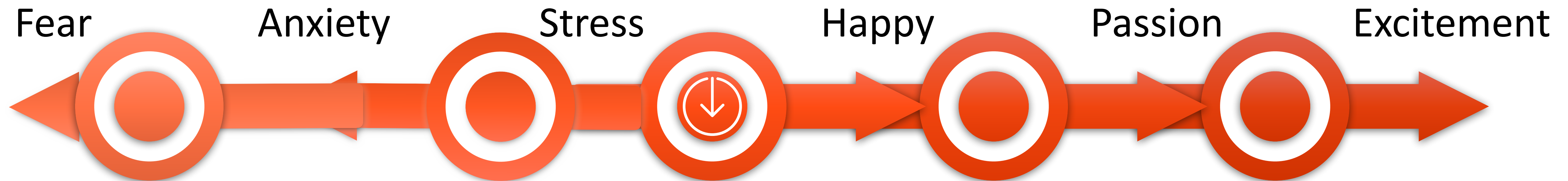
Your emotions are your guidance system.



Area of your life you would like to change.

Area of your life that is on track.

Your emotions are your guidance system.



Area of your life you would like to change.

Area of your life that is on track.

I am going
to love
every
student.



But she
knew it was
not true.

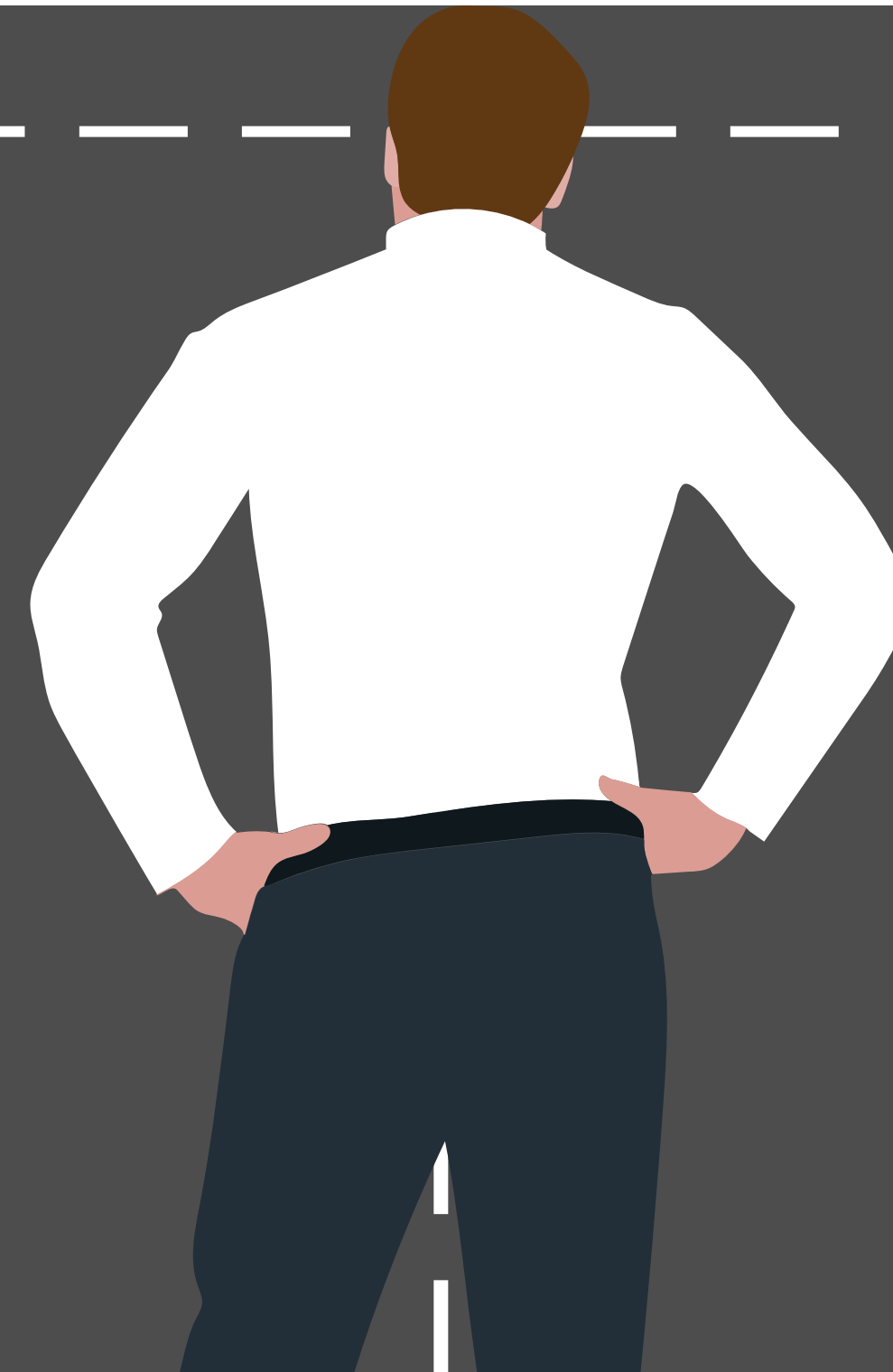
A little boy

Billie

Making it work!



The Hard Way



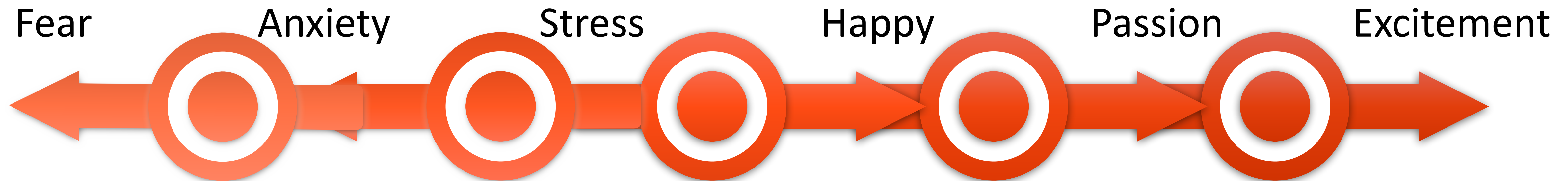
The Easy Way

Step 1

Identify Your Goals



Energy Our emotions tell the story



Area of your life you would like to change.

Area of your life that is on track.

Dream Sheet

- Education
- Relationships
- Finance
- Travel
- Health
- Spirituality



Step 2

BELIEVE IN YOURSELF

You will not achieve your goals if you don't believe you can



Step 3

**Become the
person you
would be if
you already
had your
goals.**



G₂ I₁ V₄ I₁ N₁ G₂

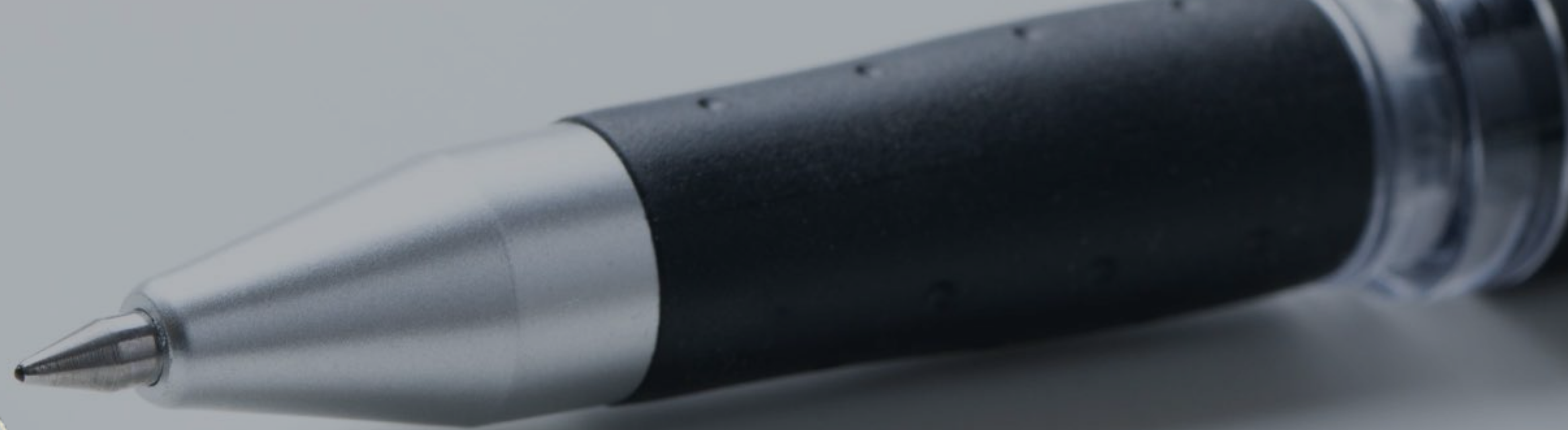
G₂ R₁ A₁ T₁ I₁ T₁ U₁ D₂ E₁

I₁ S₁

T₁ H₄ E₁

B₃ E₁ S₁ T₁

A₁ T₁ T₁ I₁ T₁ U₁ D₂ E₁



Thank You!

Eddie LeMoine

Book Event Special
\$20.00 Includes GST



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THANKS

Eddie LeMoine

THANK YOU