

A man with glasses and a dark suit is shown in profile, speaking into a microphone. The background is dark with some bokeh light effects.

KEYNOTE PRESENTATION

Create Capacity ... Drive Performance in a Shrinking Workforce

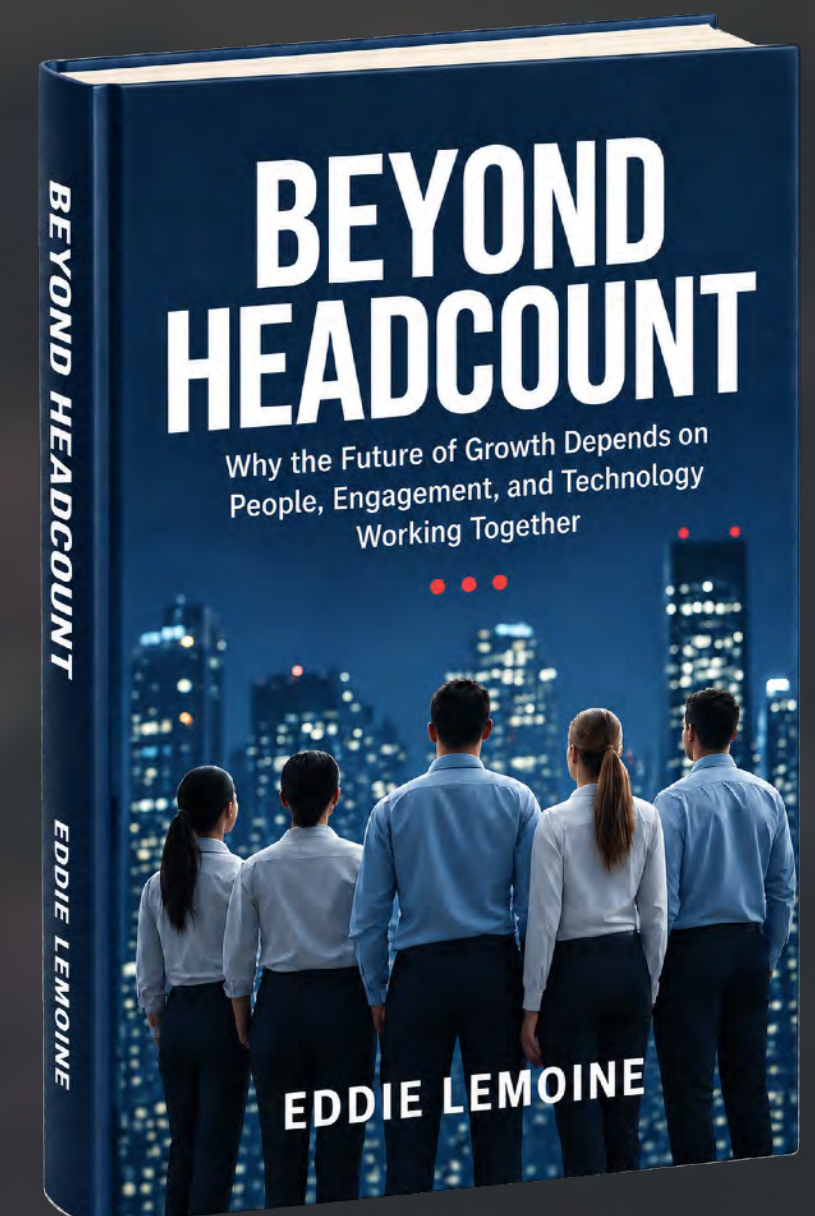
Beyond Headcount™

A practical framework for helping organizations grow through people, engagement, and technology working together.

Eddie LeMoine

Award-winning speaker and bestselling author
Workforce capacity, engagement, and leadership strategist
40+ years of business and leadership experience

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The background image shows a construction site. On the left, two workers in high-visibility yellow and orange vests are standing. On the right, the rear of a dark-colored SUV is visible, with 'TOYOTA' and 'MAYER' text on the back. A large blue semi-transparent box with rounded corners is overlaid in the center, containing white text.

“We are living through one of the biggest shifts in the history of work. It is not just about technology, AI, or change. It is about people. The organizations that succeed will be the ones that build capacity, strengthen engagement, and bring out the best in their people.”

Today's Journey: From Workforce Challenge to Capacity Strategy

- The “scare the bejeebers out of you” part
- Aging demographics and Canada's shrinking workforce
- Where did everyone go?
- Why hiring alone is not the answer
- The *Beyond Headcount* capacity framework
- Building capacity through people, engagement, and technology
- Practical steps HR leaders can take immediately







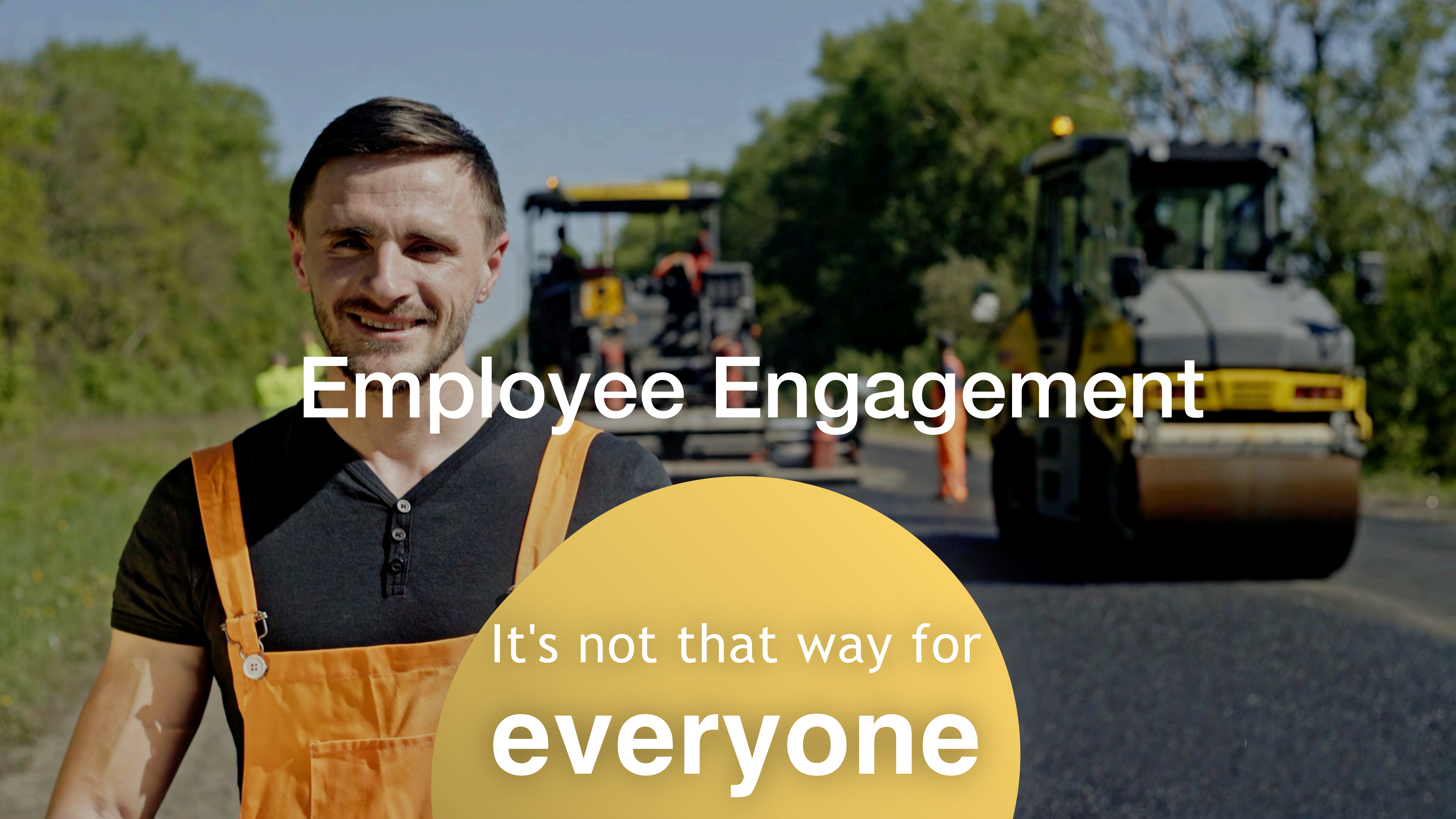
Remember when?



Remember when?

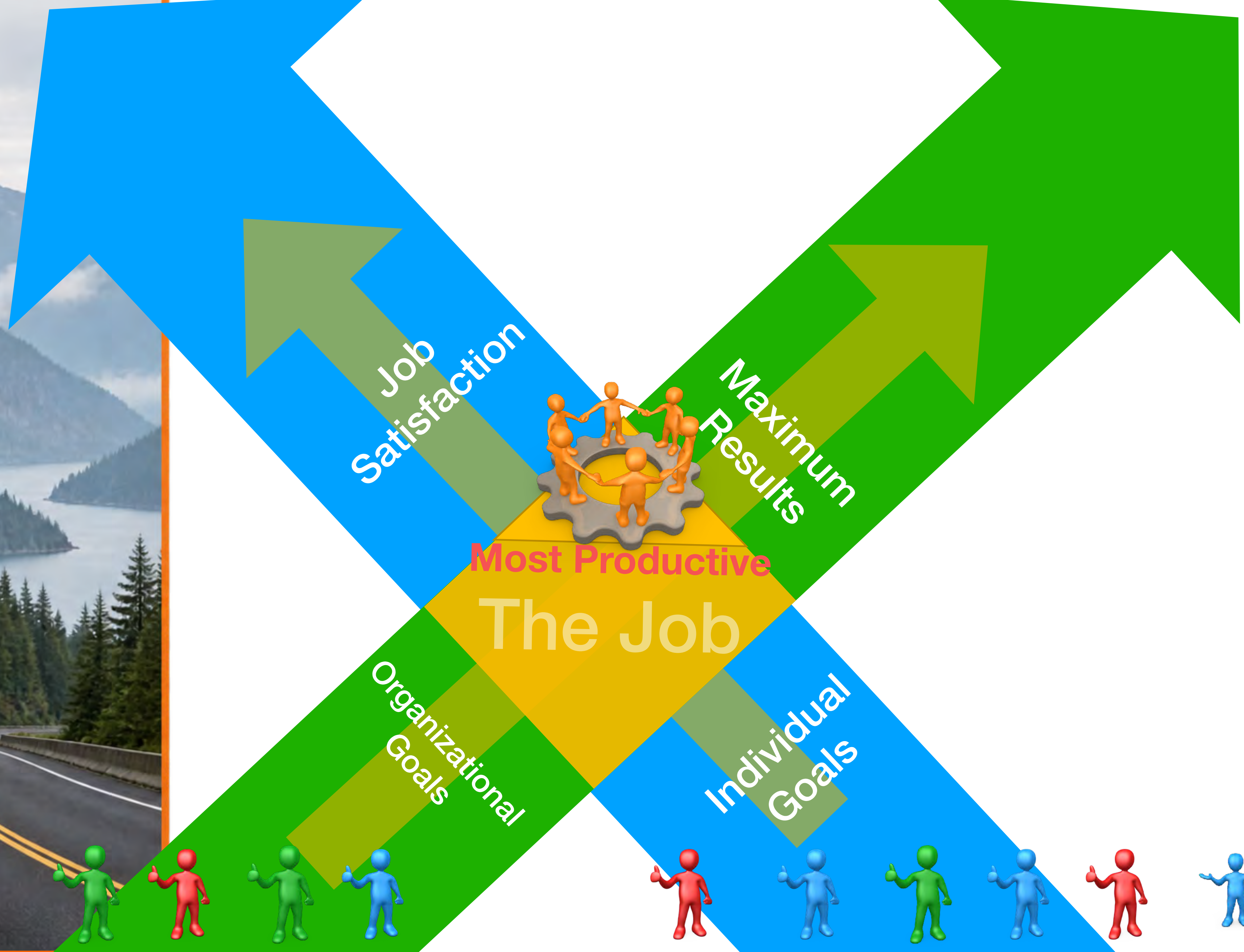


What Happened?

A man with a beard and short brown hair, wearing a black t-shirt and orange safety overalls, is smiling at the camera. He is standing on a construction site. In the background, a large yellow and black road roller is visible, along with other construction workers and green trees under a clear blue sky.

Employee Engagement

It's not that way for
everyone





Values
Safety
Interest
Career goals
Work/life balance

Most Productive
Giving and getting the most

Trends Shaping the Workforce Landscape



Where are we heading with the current labour shortage?





The way people are
working post-
pandemic

The impact of
changing
demographics



Drivers of the skills shortages

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

Key Drivers of Change



“

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





The impact of changing demographics

Leadership Today Isn't About Working Harder

*It's about leading smarter—
across five generations who define success differently.*

The aging population

Where did everyone go?

The aging population

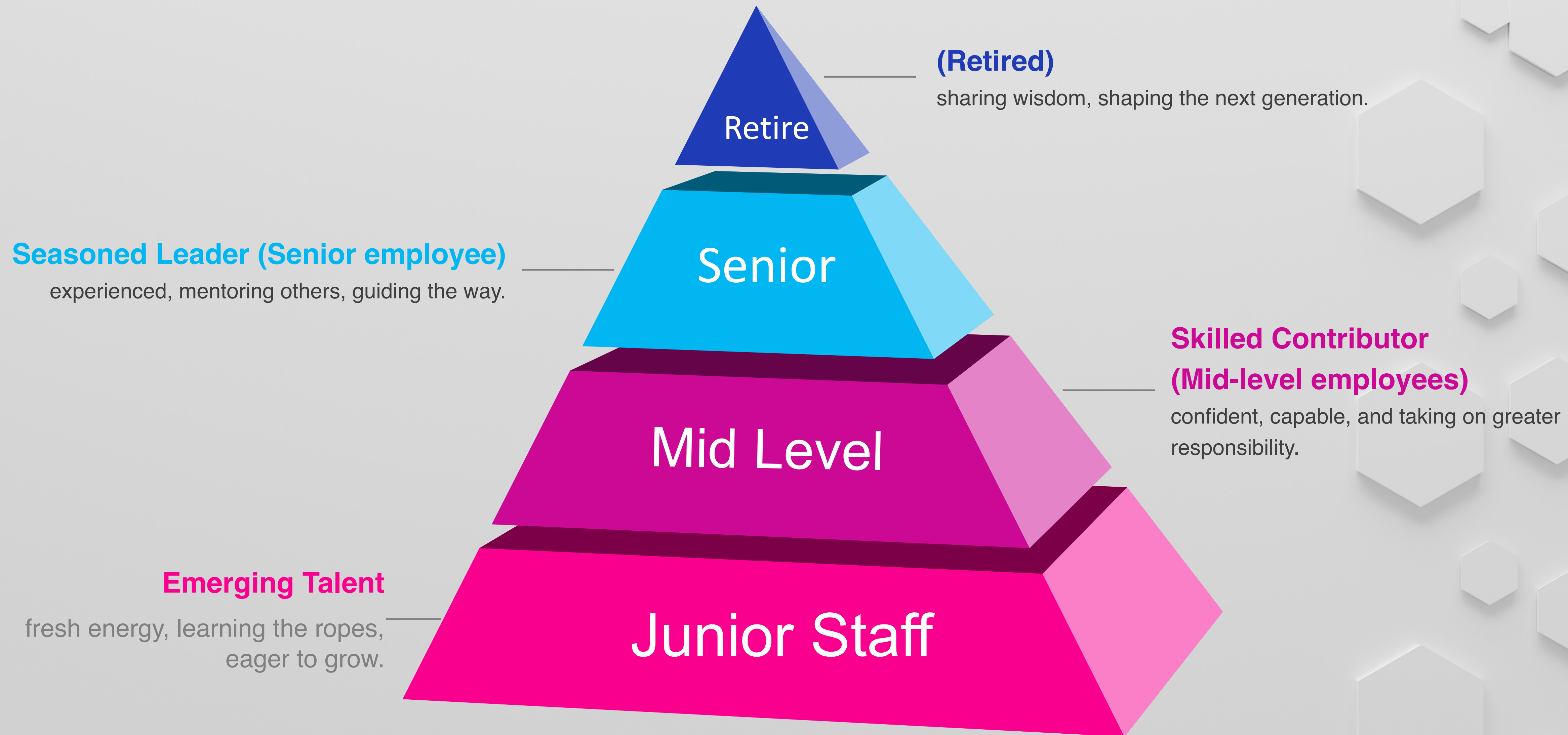


- *Senior employees holding key client relationships*
- *Employees carrying decades of knowledge*
- *Principals whose expertise is not documented anywhere*

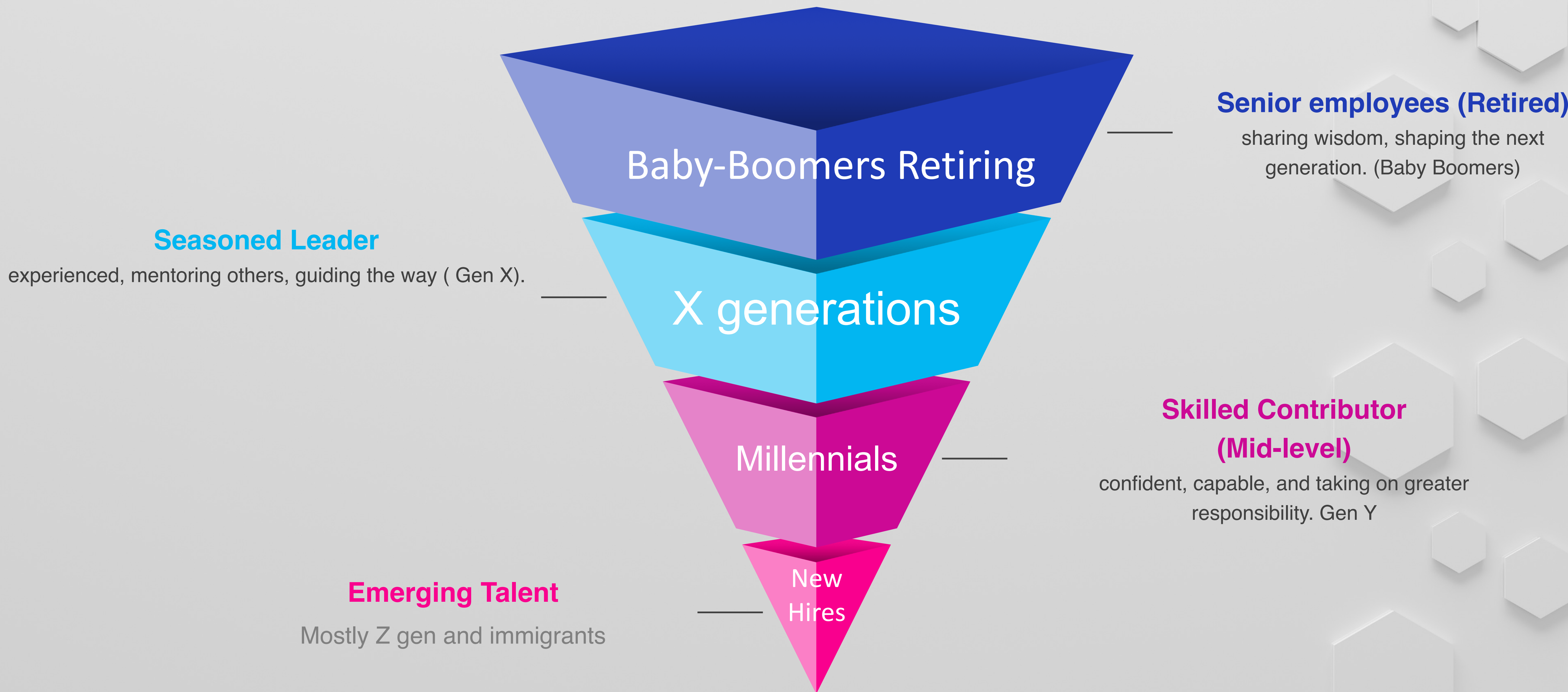
“What happens if one of them leaves next year?”

10,500 Canadians reach retirement age every week

The Past 100 Years



The Next 10 Years



WE CAN'T
HIRE OUR WAY
OUT OF THIS.

Capacity Multiplier Framework™

Capacity Multiplier Framework™

Human Expansion

Emotional Expansion

Cognitive Expansion



BUILDING **CAPACITY** WITH THE PEOPLE YOU ALREADY HAVE



HUMAN EXPANSION

Human Expansion

Tomorrow's Talent Is Outside Yesterday's Lens

Where could capable people be sitting just outside your line of sight?

Women in underrepresented industries

Skilled immigrants and global experience

People with disabilities

Older workers and career changers

Talent beyond the traditional geography

Five generations of workplace experience

Widening the field is not lowering the bar.



Emotional Expansion

Capacity grows when people have the energy and engagement to contribute.

Energy

Engagement

Confidence



What is engagement?

The difference between being drained and being energized at work.



EMOTIONAL EXPANSION

Engagement Is a Feeling

It happens when...

- Your strengths align with the goals of the organization.
- When you're at work, the work you do makes a difference.

And something magic happens.

**That magic is called
Discretionary Effort.**



>>> Capacity Multiplier Framework™

Every Person Brings a Superpower

Capacity grows when people have the
opportunity to use what they do best.

Unique strengths

More superpowers

More capacity

The Capacity Multiplier helps us access
more superpower, from more people, with less friction.



>>> Capacity Multiplier Framework™

More Superpower. Less Kryptonite.

The real opportunity is not just doing more work. It is doing more of the work that matters.

Superpowers

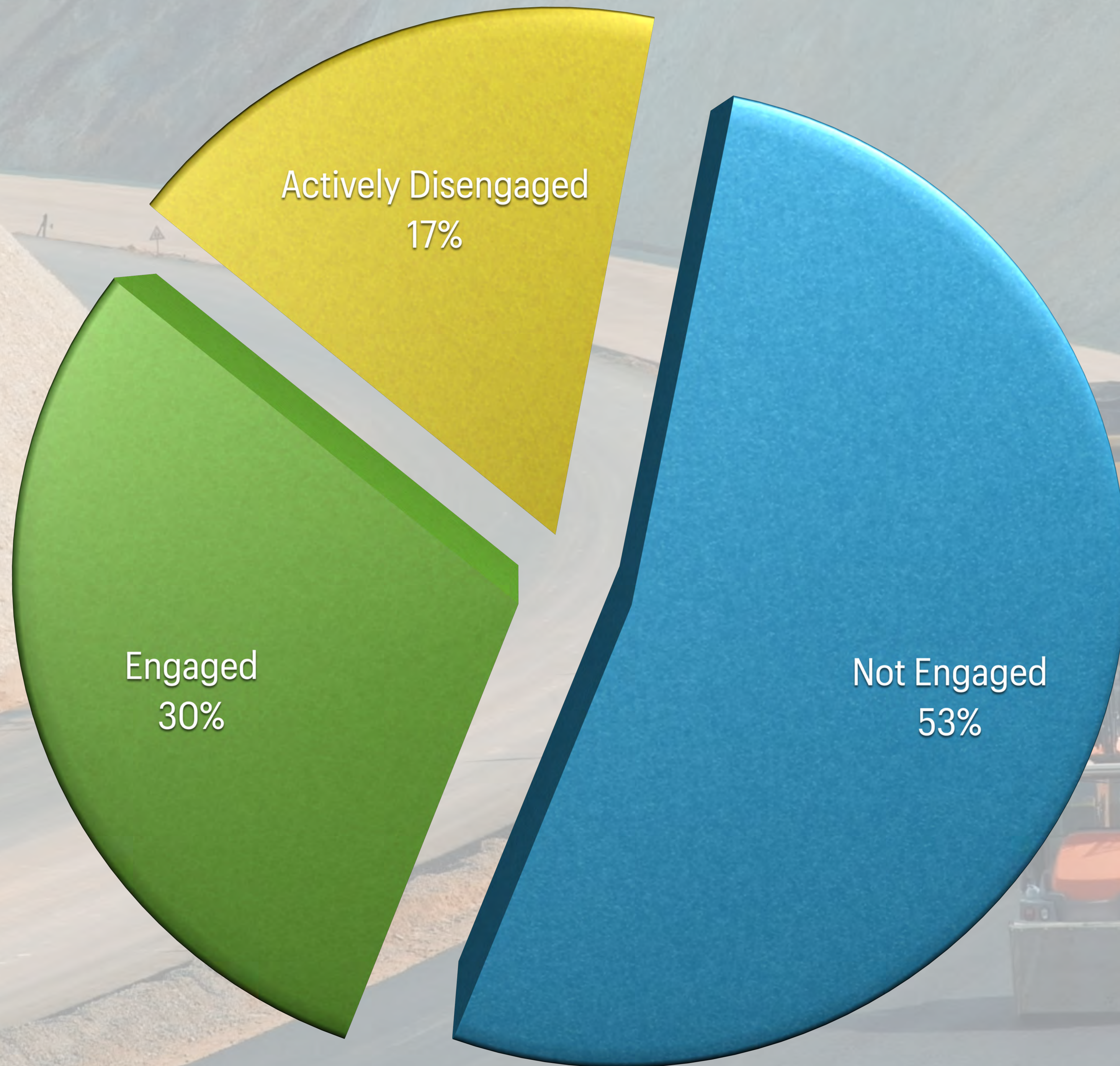
Kryptonite

The Opportunity

What is one piece of kryptonite you could reduce by 15 minutes a day?



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



- 15% of engaged employees would consider leaving their employer
- Up to 85% of unengaged employees would leave their employer.
- Engaged employees recommend their place of employment as a place to work and do business.
- Capacity Building will be essential to offset skills shortage
- Engaged employees are five times less likely to have safety-related incidents than disengaged ones.
- The cost is six times higher on average per incident for the disengaged employee.

\$.90

Engaged 27%
60% of productivity

\$.70

Disengaged 59%
60% of productivity

\$.50

Actively disengaged 14%
-20% of productivity

14 Day Challenge

You can't hire your way out of a capacity gap—this helps you build capacity from within.

TWO-WEEK EMPOWER & DRAIN CHALLENGE

14 DAYS TO STRONGER YOU!

Discover Your **Superpowers**. Eliminate Your **Kryptonite**.

**EMPOWER**
Identify the activities that energize you, build you up, and move you toward your goals.

**DRAIN**
Identify the activities that drain your energy, hold you back, and pull you away from your best.

**ALIGN**
Focus on your superpowers. Eliminate your kryptonite. Align with your team's goals.

DAILY REFLECTION FORM			DATE: _____	DAY #: _____
TASK / ACTIVITY	 EMPOWERS ME (E)	 DRAINS ME (W)		
_____	☐	☐		
_____	☐	☐		
_____	☐	☐		
_____	☐	☐		
_____	☐	☐		
_____	☐	☐		

INSTRUCTIONS:

- ✓ At the end of each day, reflect on your tasks.
- ✓ 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.

**AT THE END OF 14 DAYS:**

- ★ Review your patterns.
- ★ Identify your Superpowers (E) and Kryptonite (W).
- ★ Align your Superpowers with your team's goals.
- ★ Unleash your discretionary effort and drive extraordinary results!





Cognitive Expansion

Capacity grows when tools and technology reduce friction.

Tools

Focus

Better Ways of Working

AI should not replace human judgment.
It should create more room for it.



AI Is Our Electricity Moment

Unfamiliar today.
Part of everyday life tomorrow.

New Power

Everyday Impact

Curiosity Wins

The future belongs to the curious.



Where AI, robotics and automation can help

Tomorrow, look for work that is:

Dangerous

Protect people by moving hazardous work to technology where feasible.

Dirty

Remove dirty or undesirable tasks people avoid.

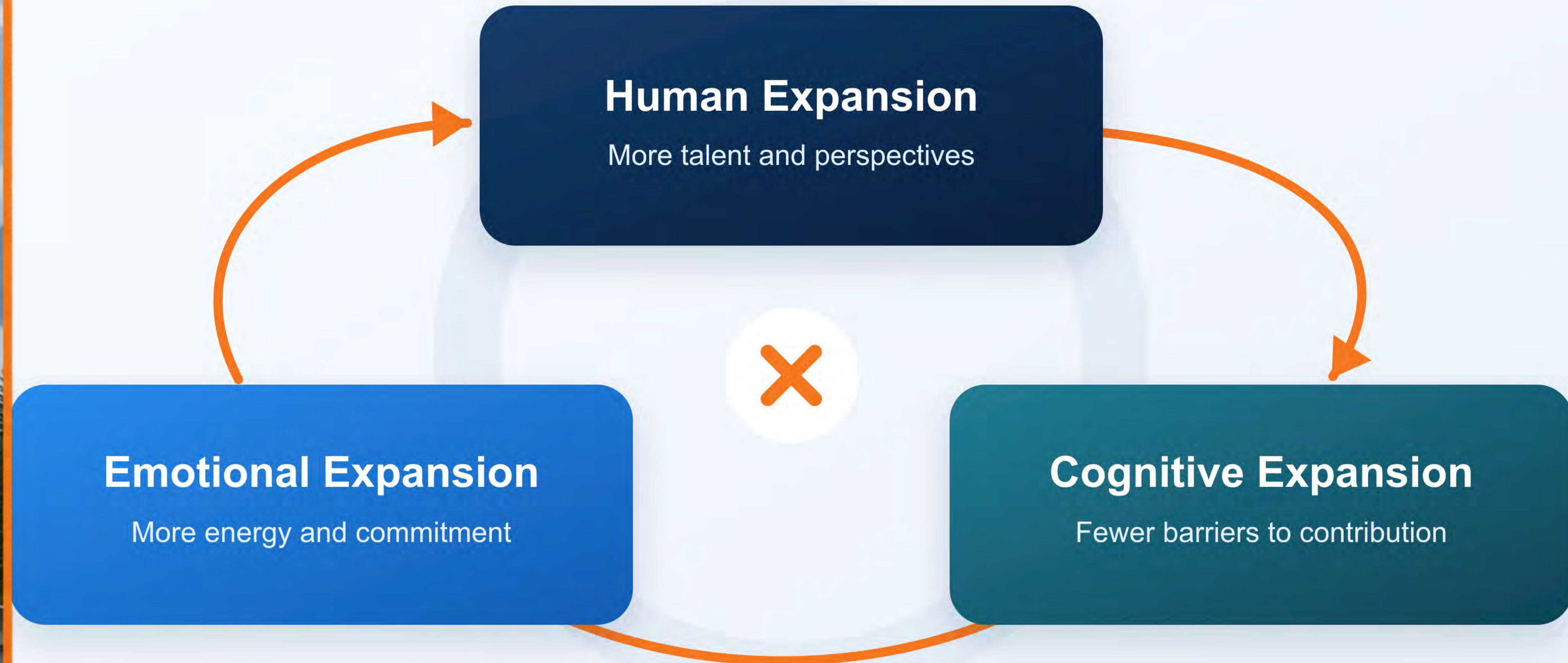
Disengaging

Reduce repetitive work that drains attention and motivation.



Why It's a Capacity Multiplier

Each area strengthens the others.

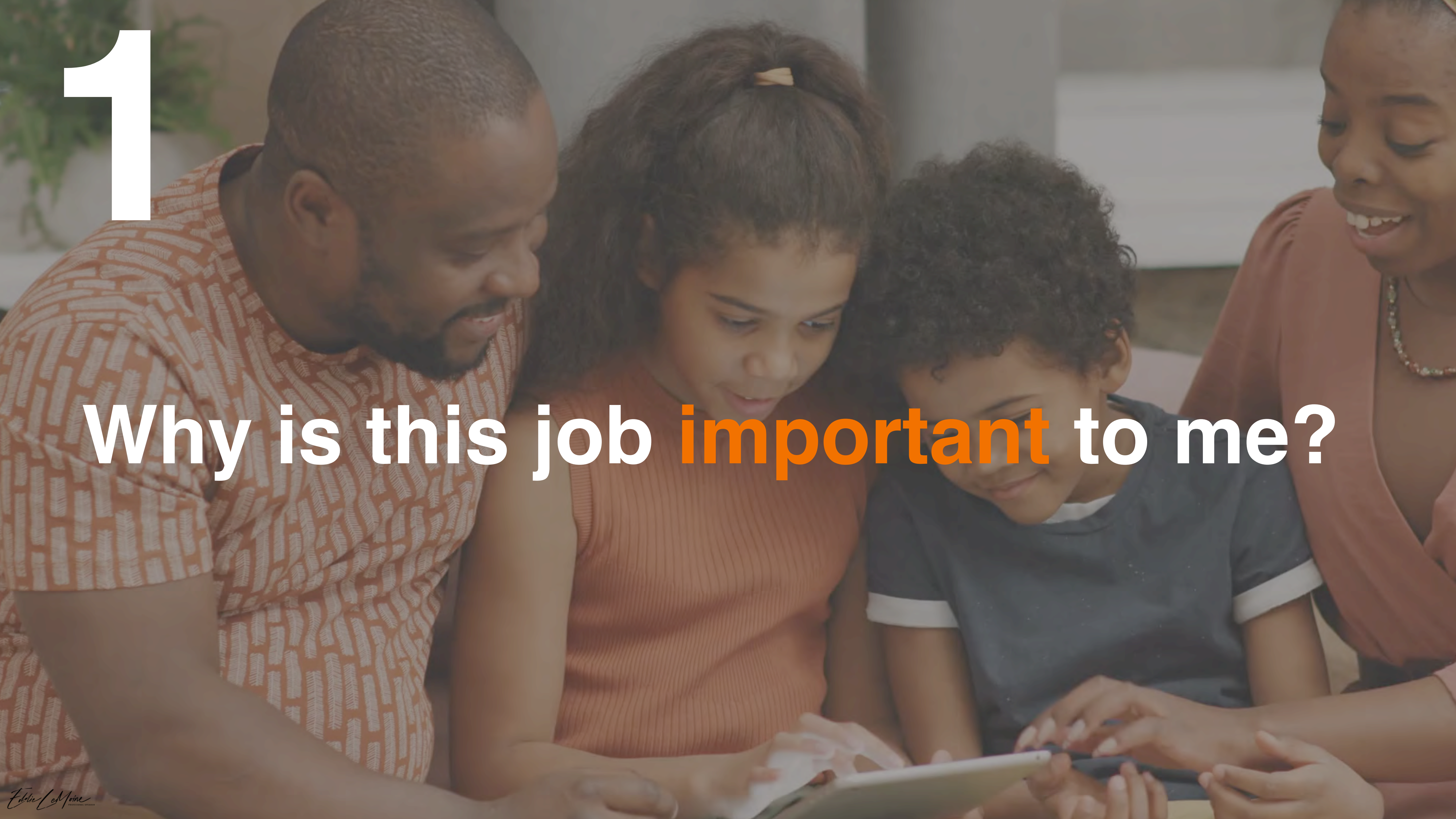


Together, they build greater capacity.

Three questions all employees ask.



“These three questions are more important now than ever.”

A photograph of a family of four—a father, a mother, and two young girls—gathered around a tablet. They are all looking at the screen with interest and joy. The father is on the left, wearing a patterned orange shirt. The mother is on the right, wearing a reddish-brown top. The two girls are in the center, one in an orange top and the other in a blue top. The background is softly blurred, showing an indoor setting with a plant and a staircase.

1

Why is this job **important** to me?

2

Who am I going to be working with?

3

What am I going to be doing?

A photograph of a family of four, consisting of a father, a mother, and two children, gathered around a tablet. The father, on the left, is wearing an orange patterned shirt and looking at the tablet. The mother, on the right, is wearing a reddish-brown top and smiling. The two children, a girl and a boy, are in the center, looking at the tablet. The background is a blurred indoor setting.

1

Why is this job important to me?

This is why we join.



2

Who am I going to be working with?

This is why we stay

3

What am I going to be doing?

This is why we leave

Many
employees
are doing
things we
did not **hire**
them to do.



The future of work belongs to those who inspire and engage.

In Closing

Understand evolving employment trends, adapt to the modern workplace, and recognize that traditional management methods no longer work effectively.

Focus on the key factors influencing talent decisions:

- Why people join your organization.
- Why they stay with your organization.
- Why they leave your organization.

Prioritize these three pillars for success:

1. Diversity – Embrace inclusion to access a broader talent pool.
2. Technology – Leverage innovation to enhance efficiency and adaptability.
3. Engagement – Foster a motivated and committed workforce.



FOR LEADERS & HR PROFESSIONALS

Beyond Headcount

Grow your business without burning out your people.

- Find talent you may be overlooking
- Build a workplace where people stay and contribute
- Free your team from work that drains capacity
- Turn today's ideas into a practical capacity strategy

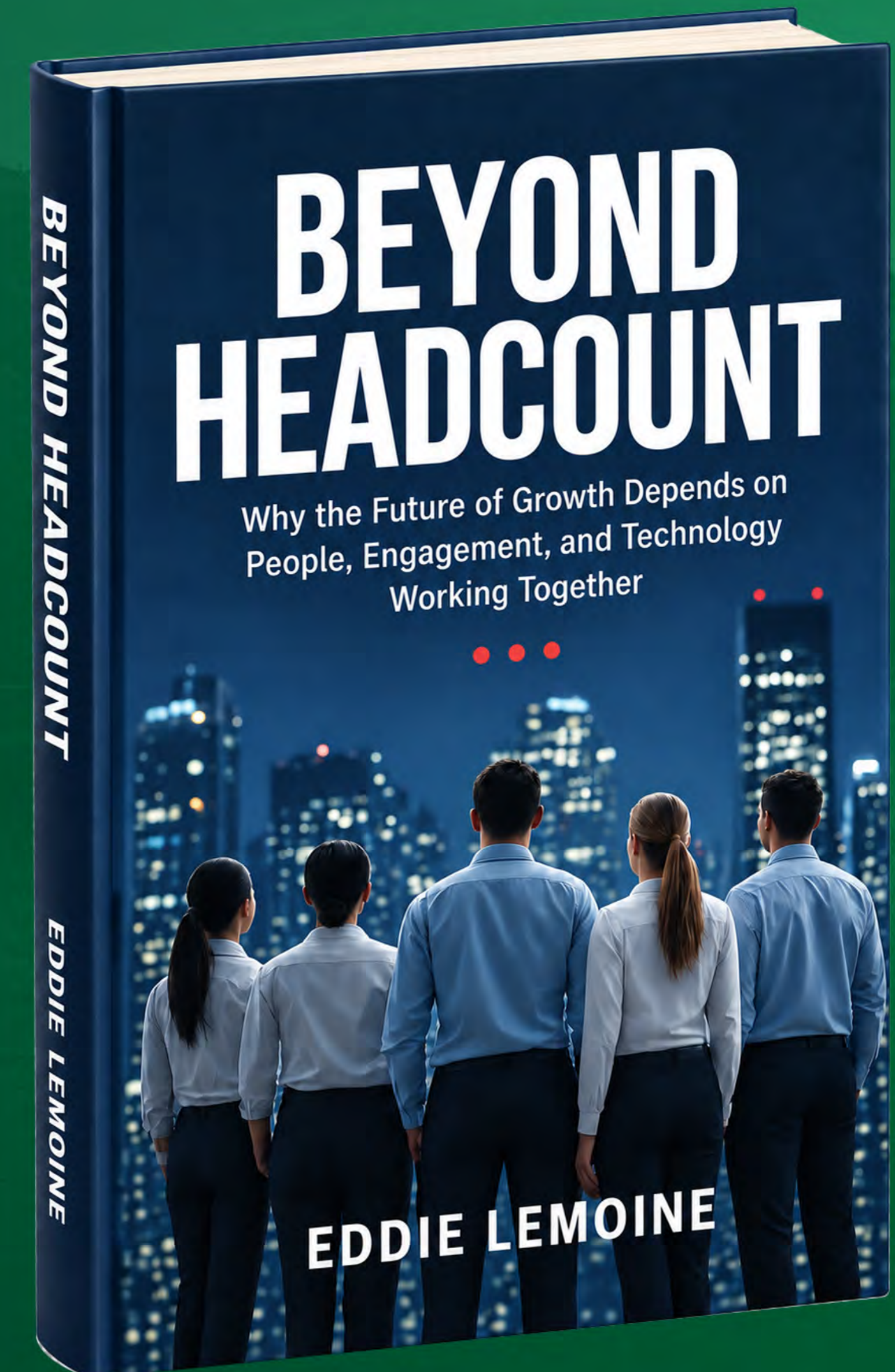
EVENT SPECIAL

\$25

Taxes included

Take the next step. Get your copy today.

Eddie LeMoine



THANKS

Eddie LeMoine

THANK YOU