

Mexico's Got Talent

How to ensure to have the right talent, in the right place at the right time.



The Power of Dreams

At Honda, we believe in dreams. Dreams that bring joy to people.

Driven by a challenging spirit,

each of us at Honda seeks to create new value that brings dreams to life.

The smile on people's faces give us passion and courage to take on new challenges.

Through “The Power of Dreams”

we will continue to share joy with our customers and society.

In order to have a high performance team we need to focus in the following key drivers to ensure to have the right talent, in the right place at the right time are:

- Biases
- Attitude vs Aptitude
- Generations
- Motivation
- Inclusion
- Networking

**COMING TOGETHER
IS A BEGINNING.**

**KEEP TOGETHER
IS PROGRESS.**

**WORKING
TOGETHER
IS SUCCESS.**

But what are biases and how the impact in the world place:

Bias is disproportionate weight *in favor of* or *against* an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair. People may develop biases for or against an individual, a group, or a belief.

Biases may impact our workplace if they make us have unfair task assignments or unfair evaluations that might impact in our team's morale, so in order to achieve the best performance and trust with our workmates we need to be conscious of our biases in order to avoid that they impact in our daily activities.

Some steps for mitigating biases in workplace:

- Build Bias Awareness
- Reduce Opportunities for Bias Through Structure
 - Rethink Self-Evaluations
 - Formalize Mentorship
 - Create Opportunities for Intergroup Contact
 - Widen the Net When Recruiting
- Measure & Experiment

**BIAS AND
IMPARTIALITY IS IN THE
EYE OF THE BEHOLDER**

SAMUEL JOHNSON

PICTUREQUOTES.COM

Attitude vs. Aptitude

Aptitude refers to talent or natural ability to do something.

Attitude refers to viewpoint a person holds towards a thing, person, event, situation etc...

Attitude is Contagious

Your attitude impacts every aspect of your life.

Be a Responsible Leader

As a leader, it is your responsibility to set the tone for your team to create a positive environment that generates less stress and produces more positive attitudes.

How to Cultivate a Positive Attitude

Aptitude is something you can learn, but attitude is a lot harder to change and cultivate.

Here are habits you can begin to implement every day:

- Keeping a gratitude journal and intentionally focusing on the good parts of the day
- Reframing and embracing challenges as experienced for growth
- Adopting a more positive vocabulary
- Getting good at failure and rejection, and not letting it harden you against trying
- Making someone else smile

“We get what we create and what we allow.”

You are in full control. What are you creating and allowing in your business and in your life? If you feel your team’s overall attitude needs an adjustment, first look in the mirror. Think about your attitude and how it trigger different responses from your team.

Your **attitude** is like a price tag, it shows how **valuable** You are.

The Potential – and the Pitfalls – of Multi-Generational Workplaces

Generational diversity has great potential. People from different generations can grow and learn from one another as they are exposed to one another's ideas and experiences. The new perspectives they gain can spark new ideas and prompt new ways of working.

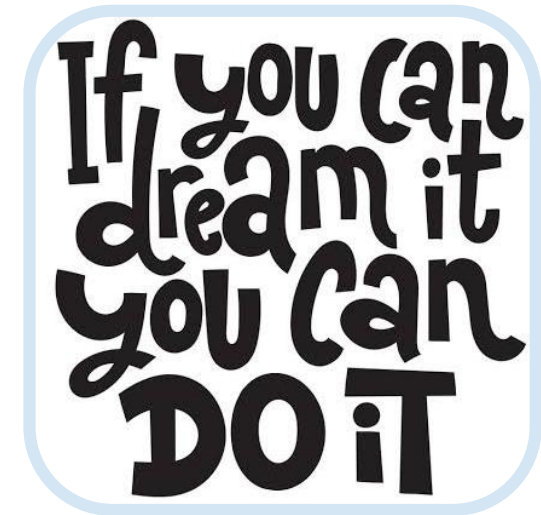
	The Silent Generation	Baby Boomer Generation	Generation X	Generation Y or Millennials	Generation Z
Born	1922–1945	1946–1964	1965–1980	1981–2000	1995–2015
Core values	<ul style="list-style-type: none"> •Respect for authority •Compliance •Dutiful •Custom 	<ul style="list-style-type: none"> •Optimism •Acceptance •Workaholism •Stimulation 	<ul style="list-style-type: none"> •Stimulation •Self-reliance •Informality •Skepticism 	<ul style="list-style-type: none"> •Realism •Self-direction •Goal-focused •Purpose 	<ul style="list-style-type: none"> •Uniqueness •Authenticity •Creativity •Shareability
Work ethic	<ul style="list-style-type: none"> •Discipline •Hard work •Loyalty 	<ul style="list-style-type: none"> •Questions authority •Self-centered •Crusading causes 	<ul style="list-style-type: none"> •Task-oriented •Autonomous •Work-life balance 	<ul style="list-style-type: none"> •Multitasking •"What's next?" •Eagerness 	<ul style="list-style-type: none"> •Flexibility •Self-reliant •Personal freedom
Communication preferences	<ul style="list-style-type: none"> •Written •Formal 	<ul style="list-style-type: none"> •One-on-one •Telephone 	<ul style="list-style-type: none"> •Direct •Email •Text messaging 	<ul style="list-style-type: none"> •Text messaging •Social media 	<ul style="list-style-type: none"> •Digital natives •Hand-held devices
Feedback preferences	<ul style="list-style-type: none"> •No news is good news •Take pride in a job well done 	<ul style="list-style-type: none"> •Not keen on feedback 	<ul style="list-style-type: none"> •Direct 	<ul style="list-style-type: none"> •Require lots •Instantaneous 	<ul style="list-style-type: none"> •Bite-sized •Immediate •Real-time
Stereotypes	<ul style="list-style-type: none"> •Old-fashioned •Practical •Rule followers 	<ul style="list-style-type: none"> •Ambitious •Optimistic •Wealthy 	<ul style="list-style-type: none"> •Self-centered •Risk takers •Cynical 	<ul style="list-style-type: none"> •Job hoppers •Tech-dependent •Work to live 	<ul style="list-style-type: none"> •Constantly connected •Distracted •Apathetic •Multitaskers

Each generation has its wants and needs, and values different ways of working. Older generations often have fewer responsibilities and costs at home and they appreciate the opportunity to work part-time or reduced hours, so that they can enjoy the benefits and rewards of a lifetime's work. But an increasing number of **Generation X ones** are part of the "sandwich generation," responsible for caring for both elders and children alongside their work. And for members of Generation Y, a sociable life outside of work is often just as important as their career.



Motivation is a powerful energy that drives and excites employees, which results in their maximum contribution. Setting and achieving goals, clear expectations, recognition, feedback, as well as encouraging management all contribute to an increase in workplace motivation. It flourishes in a positive work environment, which is why so many leaders want to learn new ways to motivate their workforce.

- Learn What People Want
- Set Realistic Goals
- Provide Employee Recognition
- Provide Autonomy to High-Performing Employees
- Promote Your Personal Growth and Motivation



We've all heard the advice that networking is important for our careers. And regardless of your profession, your industry or demographic, the message is loud and clear. If you want to be successful, you need to spend time networking. It's great advice. But the critical missing piece to this advice is exactly how to network.

Your mindset. The first thing that prevents us from building a strategic network is our mindset that networking is self-serving. And when we believe that any attempt to establish relationships is only for our benefit, we are less inclined to pursue these conversations. "It's all about me and I'm uncomfortable asking for help." A strong network, however, is built with mutually beneficial relationships; where both parties benefit. In the process of getting to know someone, you understand how you can add value and help them, and they are then willing to help you.

You limit your network. Our comfort level is to network with people we know and like; people with similar backgrounds and points of view. Research shows us that this type of closed network, limits our exposure to people who can offer new connections and ideas.

NETWORKING IS
MORE ABOUT
FARMING THAN
IT IS ABOUT
HUNTING.

- Ivan Misner

JamieVC.com

Leaders need both a diverse workforce and an inclusive workplace culture to realize the business benefits such as reduced turnover and higher performance.

Why? To excel, employees must feel valued, respected, accepted and encouraged to fully participate in the organization. They need to feel recognized for their unique backgrounds, experiences, personalities and the things they do exceptionally well their strengths.

- Everyone treats everyone else with respect.
- Employees are valued for their strengths.
- Leaders do what's right.

**Inclusion is a
right, not a
privilege for a
select few.**

A strengths-based work culture encourages, embraces and celebrates each employee's unique contributions.

It's up to managers to appreciate each employee's unique characteristics in everything from performance management to task assignment.

Exceptional managers serve as coaches who continually cultivate employees' strengths and help each individual hone their natural abilities.

Leaders should equip managers with right resources, education and tools. Just as important, leaders must own their roles as managers of managers that is, they need to recognize what each manager does best and further develop those strengths.

Right talent, in the right place at the right time

So if you keep in mind Biases, Attitude, Generations, Motivation, Inclusion and Networking you will create ownership in your team and you will ensure to have the right talent, in the right place at the right time.



“If you hire only those people you understand, the company will never get people better than you are. Always remember that you often find outstanding people among those you don’t particularly like”
Soichiro Honda