

‘Workforce excellence is essential for sustainable health supply chains’

PEOPLE  
that  
DELIVER

***“BUILDING A TALENT POOL FOR DRIVING MARKET GROWTH”***

**IAIN BARTON, MD**

Financial sponsors:



*“Tell ‘em what you’re gonna tell ‘em”*

PEOPLE  
that  
DELIVER

- Get them
- Grow them
- Excite them

# Get Them

PEOPLE  
that  
DELIVER

- **General:**
  - Carry some excess talent baggage
  - Intellect ... Passion ... Work ethic ... Common sense ... Employ STAT!
  - Deploy them to special things in silly places
- **Specific:**
  - Scholarships – Pharmacists, Logisticians
  - Sponsorships – Conferences, Trips
- **Internships:**
  - References, *“Suck it and see”*
- **Look under your nose!**
  - The legacy of apartheid / colonialism
  - Catch people doing things right

- “People Systems” Performance Management
  - Understand the **capacity needs** of the job
  - Understand the **capacity realities** of the person
  - Understand the **potential** of the person
  - Developing their **capacity ... management** responsibility
  - Developing their **potential ... organizational** responsibility
  
  - Poor performance ... too little capacity ... or too much potential?
  
- On KPIs ...
  - Increase revenue ... decrease cost ... increase customer satisfaction ...
  - Drive a strategic deliverable ... provide early warning ...
  - Don’t measure what you cannot manage ... or have no intention of managing ...

# Excite Them

PEOPLE  
that  
DELIVER

- Have a “*mojo*”



- Thought Leadership Awards
- Great corporate citizenry ... **Unjani**
- Employee wellness ... “*Well people deliver well*”

*“Tell ‘em what you told ‘em”*

---

PEOPLE  
that  
DELIVER

- Get them
- Grow them
- Excite them

# The PtD Board:

PEOPLE  
that  
DELIVER

