

Effective Strategies for Work Shortages

Enterprise Management
Development Academy

Team #2
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Work Shortages

Contributing Factors

- State Deficit
- Furloughs
- Aging Workforce
- Downsizing of Agencies
- Centralized Position Review
- Reorganizations
- Pandemic Outbreaks
- Recruitment Issues
- Politics

Strategies

- Business Analysis
- Streamline Workflow
- Strengthen Morale

Business Analysis

- Define the scope
- Identify analysis team
- Identify the work being performed
- Evaluate the work being performed or requested

Streamline Workflow

"Workflow" includes all manner of daily processes and is simply defined as the progression of documents and forms, as well as task delegation, from employee to employee or department to department.

Workflows can be ineffective due to:

- Unclear roles and responsibilities
- Complicated approval systems
- Poor communication

Strengthen Morale

- Demonstrate that you Value Employees
- Focus on Career Development and Building Self-Esteem
- Don't Forget Trust and Emotions

Team 2 Rocks!



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