

COVID-related Opportunities & Risks: Hiring. Compensation. Candidate's Quality.

Presented @ LeSS NYC

Assets To Consider



- gg_nyc@yahoo.com (underscore)
- <https://www.linkedin.com/in/ggnyc/>
- <http://www.keystepstosuccess.com/contact-us/>
- <https://www.meetup.com/Large-Scale-Scrum-LeSS-in-NYC/>
- https://join.slack.com/t/kstsconsulting/shared_invite/zt-ege93ww2-h_IAPArcR8CyujNi2umlKw (Gene's free Slack channel – ask questions about LeSS)
- All upcoming LeSS classes: <https://less.works/trainers/listed-large-scale-scrum-usa-33/courses>
- Certification through Training and coaching: <http://www.keystepstosuccess.com/virtual-learning-training-coaching/>

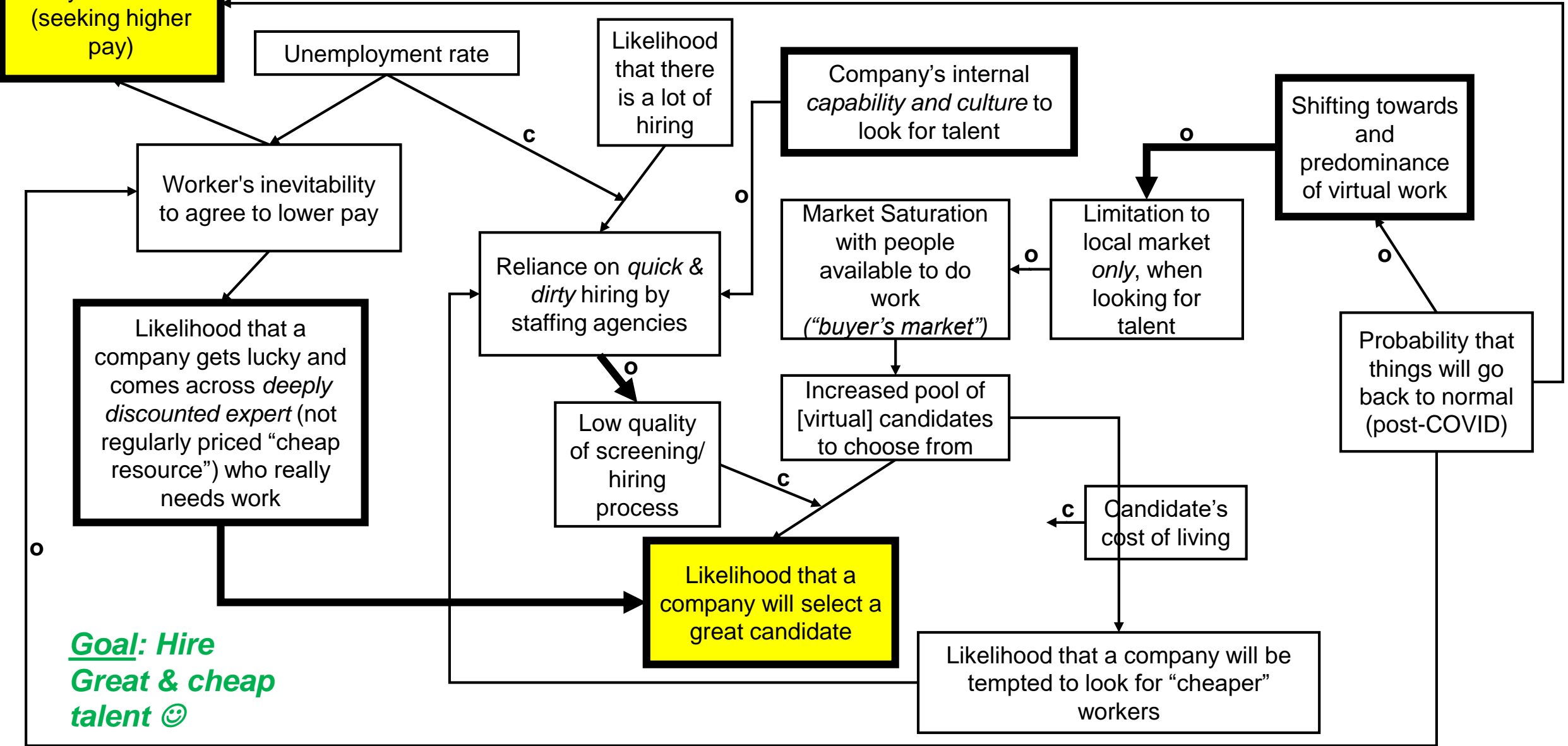


This Is Geared Towards

- Professional Workers**
- Hiring Companies/Managers**
- People that influence the above two categories**

Modelling The 'System'

With Causal Loop Diagram (CLD)



Goal: Hire Great & cheap talent 😊

Additional System Variables To Discovered in Session

- External expectations: Government mandates (and telegraphed expectations of WFH length), peer timelines publicly communicated.
- Candidate's cost of living is also a constraint on Worker's inevitability to agree to lower pay and increase the risk of low loyalty
- Working with the assumption of a segment of the offer market being able to wait it out and only accept an offer if this one is either very much needed on the short term, or very attractive on the long term
- Urgency
- Cash Sustainability aka ability to wait it out
- Security concerns often regulatory....
- Desire to rather invest time in other areas of their lives like education of side business or rethinking their offer (exp: testing it on the market)
- Long-term attractiveness of the job offer to them which would push them to take it
- Daily rate reduction

Legend – How To Read CLD

- ❖ **Goals** — High, overarching/strategic goal that needs to be achieved
- ❖ **Variables** — System elements that have an effect or influence on other system elements (other variables)
- ❖ **Causal links** — Arrows that connect related variables
- ❖ **Opposite effects** — “o” annotation near an arrow; suggests that the effect of one variable on another is negative (“-” feedback loop)
- ❖ **Delayed effect** — “||” annotation that disrupts a causal link (arrow); it implies that there is a delayed effect of one variable on another variable
- ❖ **Extreme effects** — One variable has an extreme (beyond normal) effect on another variable; it is represented by a thick arrow
- ❖ **Constraints** — “c” annotation near arrow; implies that there is a constraint on a variable
- ❖ **Quick-fix reactions** — “QF” annotation near an arrow; action that brings short-term, lower-cost effect into a relationship between two related variables

About Gene

Gene Gendel is an organizational design specialist, agile/lean coach and trainer, consultant and adviser to senior leadership. Almost 15 of 20+ years of his professional experience – Gene dedicated to working with companies of various sizes and lines of business, trying to help them improve internal dynamics, organizational structure and and becoming a better place to work. Gene engages at all organizational levels: senior- and mid-level management, teams and individuals. In his work, Gene uses various methods, tools and techniques to amplify learning by others and to ensure that people gain autonomy after Gene “coaches himself out of the job”.

Gene is Certified Agile Coach (CAC), by Scrum Alliance – small elite community of [Scrum Alliance Certified Enterprise Coaches \(CEC\)](#). Today, he is the only CEC who resides in NY State. Gene is also one of the co-creators of [Team Level Coaching Certifications \(CTC\)](#) program for Scrum Alliance.

Gene is also one of very few [Certified LeSS Trainers \(CLT\)](#) that are based in the United States.

He is also well-recognized blogger and publisher. He is the author of [Adaptive Ecosystems: Collection of Independent Essays About Agility](#) and co-author of:

- [Agile Coaching: Wisdom from Practitioners](#) (free pdf).
- Best Agile Articles of [2017](#) and [2018](#)



Gene significantly contributes to global and local agile communities, where he influences people by running workshops, webinars, seminars, panel discussions, lunch & learn, coaching retreats, professional gatherings and other events. While teaching and coaching Large Scale Scrum (LeSS) to organizations, Gene has built the biggest in world (today) [LeSS meetup community](#) that is used as a free educational hub about LeSS available to many people.