

# Dr. David DeLong

Helping leaders tackle the challenges of an aging, changing workforce

## Skills Gap Solutions

Critical skill shortages are the “new normal” in many sectors of business and government. David’s customized programs clarify the risks of different capability shortages and engage audiences with highly practical solutions for closing serious skills gaps.

## Managing a Multigenerational Workforce

Want to create a workplace that engages Millennials and younger Gen-Zs, as well as veteran employees? This keynote shows how to build a Millennial-friendly culture that boosts cross-generational collaboration, retention and performance.

## Lost Knowledge/Aging Workforce

Worried about losing know-how critical for driving business performance? This tailored program provides actionable ideas that reduce the risks of essential knowledge loss. David energizes audiences to start implementing cost effective knowledge retention solutions.

## Watch David in Action

<https://vimeo.com/155461983>



## About David

Speaker, author and consultant Dr. David DeLong helps organizations improve performance by implementing practical solutions for critical skill shortages and threats of knowledge loss. President of Smart Workforce Strategies, David is also a research fellow at the MIT AgeLab and has been an adjunct professor at Babson College where he teaches “Managing Organizational Change.”

He is a former member of the research staff at both Harvard Business School and the Center for Information Systems Research at MIT’s Sloan School. David is the author of three widely praised books focused on solutions for a changing workforce and the escalating war for talent.

Widely quoted in the *New York Times*, *Fortune Magazine*, the *Wall Street Journal*, and the *Financial Times*, David has also been interviewed on NPR’s “Morning Edition” and “Talk of the Nation.”

## Popular Talks

### “Closing the Skills Gap: Innovative Talent Solutions for a Changing Workforce”

*Prioritize and act on your most serious talent-related risks. Learn how to recruit and retain high potential talent that creates competitive advantage.*

### “The Myths & Realities of the Multigenerational Workforce: Frameworks for Action”

*Unwanted turnover and increased diversity are two of today’s most vexing talent challenges. This talk delivers practical approaches to improve cross-generational collaboration and productivity.*

### “Accelerating Leadership Development: Lessons From the Bleeding Edge”

*Define new leadership skills that will drive business strategies and implement innovative practices that develop leaders faster.*

### “Change Management: Why the Soft Stuff is Really the Hard Stuff”

*Avoid the most common mistakes executives make when leading change. Identify shortcuts that will accelerate change to drive growth.*

### “Tackling the Retention Problem: Strategic Solutions for the High Cost of Turnover”

*Practical strategies to recruit, develop and retain Millennials & Gen-Zs. This talk delivers practical solutions for both large and small organizations.*

# What Clients Say

Your keynote talk “Closing the Skills Gap” was the highest rated session of our meeting. Your thought provoking insights and practical solutions were greatly appreciated.

Scott Lynch, CEO  
American Boiler Manufacturers Association

The ‘Mentoring for Fun & Profit: 6 Keys to Effective Knowledge Transfer’ workshop by Dr. David DeLong was an exceptionally worthwhile event for managers and staff alike.

H. Wayne Allen, Network Engineering Consultant  
MasterCard

David DeLong’s presentation: ‘Confronting the Threat of a Changing Workforce’ was ideal for our annual meeting audience.

Pamela Thompson, CEO  
American Organization of Nurse Executives

Your presentation was a great kick-off for our ACLI Executive Roundtable meeting. The topic was important to all the CEOs in the room.

Mark Thresher, President  
Nationwide Financial

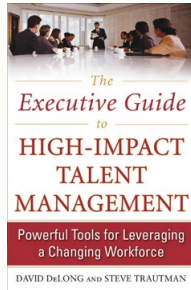
David was a total hit! GREAT feedback from so many people.

Barbara McGraw, General Manager  
Lee Hecht Harrison

David, your unique blend of energy, humor, and innovation kept our Farm Credit System audience both interested and engaged. Our executives rated your session as one of the strongest based on ideas they could immediately employ.

Roger Shaffer, President & CEO  
FCC Services

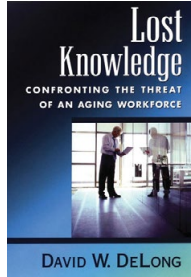
## BUILDING TOMORROW’S WORKFORCE IN TODAY’S ECONOMY



### High Impact Talent Management:

Tools for Leveraging a Changing Workforce

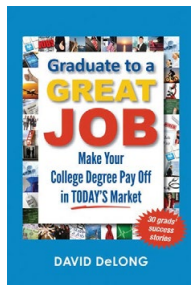
This book’s title should be *Telling HR Where To Go When It Comes to Talent Management*. Published by McGraw-Hill, it provides line managers with practical solutions for recruiting and retaining skilled talent to maximize investments in workforce and leadership development. It’s based on more than 70 interviews with executives from both small and large companies.



### Lost Knowledge:

Confronting the Threat of an Aging Workforce

This highly praised book changes how leaders think about the strategic impacts of changing workforce demographics. *Lost Knowledge* delivers a detailed action plan for those who need to think strategically about the threats and opportunities posed by an aging, changing workforce.



### Graduate to a Great Job:

Make Your College Degree Pay Off in Today’s Market

More than 50% of recent college grads are doing jobs that don’t require a college degree. Succeeding in today’s job market means knowing what works—and what doesn’t. Based on dozens of case studies of recent grads who landed good jobs, this book will dramatically shorten your job search and help you launch a career you’re excited about!

## SAMPLE CLIENT LIST

Microsoft  
MasterCard

MetLife

AAA

The Conference Board

Lockheed-Martin

Nuclear Regulatory  
Commission

Precision Metalforming  
Association

New Mexico Hospital  
Association

American Organization  
of Nurse Executives

North American  
Skull Base Society

Bank of America

Pennsylvania Chamber  
of Commerce

American Institute of CPAs

Materials Handling Institute

Babson Executive Education  
UL

Forging Industry Association

Accenture

Learn More  
About Engaging  
David For Your  
Next Meeting

To discuss availability, fees and fit for  
your meeting contact him directly at

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Learn more on his website

[smartworkforcestrategies.com](http://smartworkforcestrategies.com)

Connect on social media

