

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - THE CHANGING WORKFORCE MEETING MINUTES
InitiativeOne – Green Bay, WI
Tuesday, January 28, 2020 - 8:30 AM

ATTENDEES: Sadie Bodenbach-Apricity, Pam DeLeest-The H.S. Group, Michelle Froehlke-R&R Insurance, Dan Haak-Apricity, Denise Knutson-The H.S. Group, Chris Linn-Appleton Technical Academy, Mike Masar-Georgia-Pacific (Retired), Chad Massner-R&R Insurance, Jon Meulemans-von Briesen & Roper, Will Robinson-Forsite Benefit Partners, Wyatt Smet-InitiativeOne, Dean Stewart-St. Norbert College, Charles Svihlik-Forsite Benefit Partners, Ann Franz-NEWMA, Debbie Thompson-NWTC

WELCOME BY INITIATIVEONE – LEADERSHIP INSTITUTE

Dr. Fred Johnson is the CEO and Founder of [InitiativeOne](#). He has developed and implemented processes that create cultural change within corporate and organizational environments by focusing on improving the behaviors of key leaders. Implementation of these processes results in improvement in morale, productivity, profitability, and efficiency. Dr. Johnson is a catalyst for deep transformation that encompasses the whole person. What emerges is a heightened sense of identity coming from who you are rather than what you do. He is passionate about guiding change in the lives of those who play integral roles in the workplace. Their transformation outcomes include; decreased drama, powerful decision making, heightened problem solving, and an internalized sense of purpose.

PRESENTATION BY APRICITY

Mission: ‘[Apricity](#) provides those impacted by substance abuse disorders a full spectrum of care including treatment, employment and support services in a safe, progressive recovery community.’ They are a state-licensed, non-profit Alcohol or Other Drug Abuse (AODA)-certified treatment recovery program. Individualized and affordable treatment is provided. Their services include; contract packaging, residential treatment, sober living, and education/training.

Apricity’s statewide Recovery Works initiative provides organizations with education and training to foster a supportive, non-addictions environment. This ultimately saves the organization time and money, especially turnover, training, and healthcare costs. A company cultural assessment is conducted to assess employees’ feelings and to make the environment more receptive for a recovering addict. **Members interested in learning more can contact Sadie Bodenbach, Recovery Works project manager, at sbodenbach@apricityservices.com or by phone at 920 722 2345 x227.**

RECOVERY COACH TRAINING

This training is focused on providing individuals with the skills needed to guide, mentor, and support anyone who would like to enter or sustain long-term recovery from an addiction to alcohol or other drugs.

Date: March 9-13, 2020

Times: 9:00 AM to 3:30 PM

Location: Apricity – 1010 Strohmeyer Drive – Neenah, WI 54956

Cost: \$350 per Person

Contact: Amy Richards, arichards@apricityservices.com, or Sadie Bodenbach (contact info above).

RETIREMENT SEMINAR

Chris Linn and Ann created a workshop outline. **See attachment.** The 3-4 hour event will be held at FVTC’s Bordini Center on a Saturday in May 2020. Ann will finalize the date this week. The event will be open to NEWMA members and kept at an awareness level, as a lot of topics will be covered.

The H.S. Group offers a couple of retirement readiness assessments that can be administered electronically before the event. Their Life Options Assessment can be modified and used for this purpose. The assessment

measures readiness to move on to the next career transition regarding; health and wellness, finance and insurance, family and relationships, leisure and social, career and work, and lifelong learning. Results are critical and can be sent to participants after taking the test *or* given to attendees at the event. Their spouse or significant other should also take the assessment. The assessment can be taken via multiple platforms, including cell phone. Ann will determine available funding for the assessment.

A title for the seminar is needed. Potential titles:

Retirement Readiness Seminar

Are You Ready for Retirement?

The Age of Unease (based on title from *Insight on Manufacturing*)

Other key areas identified at the meeting:

- Recruitment will begin in March and conducted through member employers.
- Attendees will register via Eventbrite. They will need to list their employer and provide an email address.
- Employers, especially HR leaders, will be encouraged to attend.
- Breakout sessions will last ½ hour.
- The goal is to give attendees a good overview that prompts them to get more information from their employer or independently.
- Each session should offer takeaways and have the individual identify one thing they need to do based on what they learned from the session.
- Create a resource packet, which will include an overview of each company that is presenting, including contact information.
- Conduct a post-event evaluation.

HALL OF FAME TALENT POOL – MANAGING HUMAN RESOURCES

Members are looking at developing a talent pool for retirees who want to work part-time. Work will continue for this initiative.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management meeting will be on Tuesday, February 25, 2020 at Forsite Benefit Partners, Green Bay, 8:30 to 10:00 a.m. Agenda:

- ✓ Retirement Seminar
- ✓ HOF Talent Pool
- ✓ Next Meeting Date/Time/Location/Agenda