

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - WEBEX MEETING MINUTES
Tuesday, July 28, 2020 - 8:30 AM

ATTENDEES: Pam De Leest-The H.S. Group, Denise Knutson-The H.S. Group, Mike Masar-Georgia-Pacific (retired), Jon Meulmans-von Briesen & Roper, Will Robinson-Forsite Benefits, Wyatt Smet-InitiativeOne, Ann Franz-NEWMA, Debbie Thompson-NWTC

RETIREMENT READINESS SEMINAR

FVTC can only host ten people, making the September 12 in-person seminar not possible. At the last meeting, members shared the importance of the event being hosted in-person. Technology difficulties and the length of the program would likely make a virtual seminar challenging for the target audience. An online event would need to be simplified so attendees would not have to click a lot of links.

Because the seminar is a pilot, it may be better to start small. Another option is to host the event live at a couple of the larger member companies. Potential attendees could be administered a survey to determine their topic interests and event format - live or online. It will be recommended that an online seminar be avoided. HR leaders could be hosted separately. Ann will contact a couple of the larger member employers that have expressed interest in the seminar to get their employees' feedback.

A lot of enthusiasm has been generated for the Retirement Readiness Seminar. Ann thanked members and is proud of the work that has been done. Ann will contact the September 12 training presenters and inform them of the cancellation.

COVID-19 NEWMA RESPONSE & BEST PRACTICES SHARING

NEWMA's COVID-19 Directory has had over 700 views, resulting in many of the featured companies receiving additional business. Members are encouraged to shop local.

A lot of companies are keeping external visitors out of their building(s) as much as possible. Temperature checks, mandatory masks, and virtual meetings have become the norm.

HALL OF FAME TALENT POOL

Companies and an employment agency (possibly more than one) are needed to facilitate the HOF talent pool. As employees start leaving full-time employment, they may be interested in short-term work. Approved contact information could be shared at the Retirement Readiness Seminar. Employment agency options were discussed. Before the next meeting, Ann will identify member companies interested in participating.

TALENT RISK FUTURE TOPICS: Diversity & Inclusion, Talent Retention, Generational Differences

Ann asked members what talent risks they would like to focus on. The following were suggested.

- Generational Differences
- COVID – Growing Sustainable Revenue
 - How do companies continue to build revenue using their business development employees who formerly traveled?
- Remote Workforce
 - How do you manage work and teach your kids who are participating in virtual learning?
 - Staff feeling connected
- Employee Experience
 - How employee benefits play a role in company growth.
 - How do we build a benefit/total rewards program to attract and retain employees?

- Leadership & Succession Planning
 - Companies may think they need to go externally to recruit leaders, but some of the best candidates may already be working for the organization.
- Diversity & Inclusion
 - Create an environment people want to work in. Is the environment harassment free?
 - Do you embrace all employees? A SHRM expert could be brought in to discuss diversity and inclusion.

Ann asked members to continue thinking of any risk areas they would like to work on. The goal is to provide value to the full membership. At the 8/25 Talent Risk Task Force meeting, members will formalize what they will focus on as a group.

NEXT MEETING DATE/TIME/LOCATION/AGENDA

The next Talent RISK Management WebEx meeting will be on Tuesday, August 25, 2020, 8:30 to 10:00 a.m.

Agenda:

- ✓ Retirement Readiness Seminar Planning
- ✓ COVID-19 NEWMA Response & Best Practices Sharing
- ✓ Hall of Fame Talent Pool
- ✓ Talent Risk Future Topics
- ✓ Next Meeting Date/Time/Agenda