

NEW Manufacturing Alliance
TALENT RISK MANAGEMENT - WEBEX MEETING MINUTES
Tuesday, July 27, 2021 - 8:30 to 9:30 AM

ATTENDEES: Beth Kleinke-BPM, Inc., Denise Knutson-The H.S. Group, Cathy Propson-KI, Ann Franz-NEWMA, Debbie Thompson-NWTC

RETIREMENT READINESS SEMINAR - FALL 2021

Tentatively Saturday, October 9, 2021 | 8:00 AM to 12:00 PM | at FVTC's Bordini Center

This would be a live, half day event. When Ann contacted FVTC, they could only host up to 40 attendees, due to COVID. FVTC is meeting this week to determine if more attendees can be accommodated. If not, Ann will check to see if the event can be hosted at NWTC.

The most popular topics requested include Social Security and Medicare. These sessions will be presented to all attendees. Financial readiness, estate planning, and long term care insurance have also been popular and could be offered as breakout sessions. The H.S. Group could offer sessions in generalized retirement risk and readiness.

The H.S. Group's retirement assessment will be offered as an option. The individual or company will pay for the assessment(s). Results can be discussed by The H.S. Group as a breakout session option.

- ✓ Ann will confirm the event date/time/location by next week and share this information with members.
- ✓ Denise will research the assessment cost and how it can best be administered.
- ✓ Ann will follow-up with individuals who were unable to present at the last Retirement Readiness Seminar, in addition to finalizing with all of the speakers.

PLANNING: HUMAN RESOURCES EVENT ON KNOWLEDGE TRANSFER

There is a great need for knowledge transfer as more people are retiring. Therefore, members are planning an HR event, focusing on knowledge transfer.

At the 4/27/2021 Talent Risk Task Force meeting, Andrew Schmitz discussed his company, proceed.app, that has built a software application for capturing knowledge transfer before employees leave an organization. The app is used to create standard SOPs using photos and videos. Knowledge is communicated amongst management and operators. The app has a four step process that creates an easy to access and maintain visual library. Videos can be produced using a phone and uploaded to the system.

Andrew has won several competitions for his concept idea and is willing to conduct a pilot, at a discounted rate, with one of our companies. The app could be featured as part of the knowledge transfer event. Ann will get more information and follow-up with members.

Ann also contacted Steve Trautman, a previous presenter, about presenting on knowledge transfer at an upcoming quarterly membership meeting.

ATTRACTING & RETAINING YOUNGER EMPLOYEES

The H.S. Group organized a '**Generational Differences in the Workforce**' event that included a panel discussion. One person from each generation served as a panelist. Organizers worked with the panel ahead of time, sharing the questions, so they could feel better prepared. The bulk of the event was the panel discussion. A similar panel could be assembled at a quarterly full membership meeting.

Hearing the different perspectives was eye opening, giving attendees exposure to various thought processes. Some companies that offer a lot of amenities have huge generational gaps, because these employees seldom leave their organization prior to retirement.

Denise shared a PPT presentation of the panel discussion. The session began by defining the different generational age groups. Panelists discussed:

- Responses to Conflict
- Sources of Generational Conflict: Work Ethic, Balance, Clout, Entitlement, Respect, Technology, Dress Code
- Providing Constructive Feedback
 - Common to All Generations
 - Targeted to Specific Generations

With only one panelist representing a generational group, the thoughts shared did not reflect everyone. Organizers cautioned there will be differences of opinion and opened up discussions to all attendees.

Grant Opportunity

The Alliance will be writing with the New North for a State multi-million dollar grant that could help fund training and upskilling of employees. Grant requests must be related to COVID. Members discussed potential trainings that could be covered that they would be interested in offering to their employees or applicants. Trainings could include:

- Dislocated workers
- Remote workforce
- Training that would allow for an understanding of a person’s capabilities
- Supervisors / leaders working with a hybrid staff
- Leadership training for out on the floor
- Industry requirements
- Conflict management

UPCOMING ALLIANCE EVENTS

- August – The Manufacturers Outreach Survey will be sent to members. The survey highlights the activities and school age groups manufacturers are interested in working with.
- August – The next Data Analytics cohort will begin taking registrations. Classes begin in September.
- August 24 - Earn & Learn Employer/Employee Participant Recognition at Lambeau Field

NEXT MEETING DATE/TIME/AGENDA

The next Talent RISK Task Force Webex meeting will be on Tuesday, August 24, 2021, 8:30 to 9:30 a.m. Agenda:

- ✓ Plan: Fall 2021 Retirement Readiness Seminar
- ✓ Plan: Fall 2021 HR Event on Knowledge Transfer
- ✓ Attracting & Retaining Younger Workers
- ✓ Upcoming Alliance Events
- ✓ Next Meeting Date/Time/Agenda