

NEW Manufacturing Alliance
TALENT TASK FORCE – HART Design & Mfg.
April 13, 2023 – 8:30 – 9:30 AM

ATTENDEES: **Ann Franz**-NEWMA, **Maria Gonzalez**-NEWMA, **Pam Blazei**-NEWMA, **Daniel Schnick**- Microsoft, **Darren Wilcox**-AK Pizza Crust, **Scott Beyer**-Green Bay Packaging, **Shawn Buntjer**-UWGB, **Jessica Bushmaker**-KI, **Devan Kuether**-Tradesmen, **Kelli Karpinski**-MPTC, **Will Robinson**-McClone, **Allyson Baue**-NWTC, **Lisa Francour**-NWTC, **Heather Marconi**-HART Design & Mfg., **Karen Czechanski**-Services Plus, **Jon Harry**-Center of Exceptional Leadership

The new Talent taskforce chair is Andy Preissner with Heartland Label Printers.

Topic 1: Future of Work – Childcare symposium 5/23/23

The annual NEWMA Future of Work symposium for 2023 will focus on childcare. Each year, NEWMA will host the event focused on a hot topic. Ann is working with the Fox Cities Childcare Alliance and U.S. Venture in hosting the event. This year's event will be held on May 23 from 8:30 a.m. – 10:30 a.m. at the Green Bay Botanical Gardens. After the event, attendees can walk around the garden.

The agenda will include:

- An overview of the childcare crisis and the impact on the workforce
- Best practice panel featuring Waupaca County and Waupaca Foundry
- Best practice panel featuring Manitowoc County and Wisconsin Aluminum Foundry
- Best practice panel featuring Oconto County
- Best practices with best practices throughout the U.S.
- Discussion on how communities and industry can solve the childcare crisis

Each year, NEWMA will host the event focused on a hot topic. At the July Talent taskforce meeting, we will brainstorm topics for 2024, like housing and remote workers.

Topic 2: St. Norbert leadership training overview, presented by Jon Harry

Jon shared an overview of the training program that he will facilitate and write the curriculum. He has extensive operations management in the manufacturing sector, including working for Systems Controls.

This program offers an in-depth learning experience for front line leaders in manufacturing who seek to build their knowledge, skills, and abilities required for effective leadership. Modules will be on a every other week basis over 4-month period of time. Each 90 minute class will be virtual, however for those that cannot attend it will be recorded. There will be 3 of the 11 classes that will be in-person and a half day training. Training is tentative to start in September with Alliance member communication being sent out mid-late July.

The 11 training sessions will be on the following topics:

1. The Role of Leadership – in person class
2. Leading Self and Others – Emotional Intelligence
3. Motivating & Engaging for Performance
4. Teamwork & Collaboration
5. Effective Communication and Feedback
6. Managing Conflict – in person class
7. Managing Change
8. Training with Industry – On-boarding and developing your team
9. Leading Inclusivity – included is working with people of different generations
10. Managing Time and Priorities
11. Graduation – in person class

Other suggestions of topics brainstormed by the taskforce:

- Transition from employee to leader

- Problem Solving skills
- Differences between a great independent employee vs great leader
- Stress management/how to take care of oneself
- How to train new hires and staff
- How to transition to being one of the employees to a supervisor (From Bud to Boss)
- Leading huddles and wrap up of the day meetings
- Possible organization map of separate departments
- Supervisor essential functions within the organizational diagram
- How to integrate 3rd party organizations like staffing agencies
- Post training survey with QR code for training feedback

The cost of the training is \$1,500 per student, which is a discounted rate for NEWMA members. Final approval of the training will be done at the July Talent taskforce meeting. Ann will meet with Dean and John to fine tune the program ahead of the meeting.

Topic 3: Digital Literacy training for Front Line Employees partnered with Goodwill Industries

NEWMA is offering this free training from a Microsoft grant. The goal is to have at least 100 employees attend the training, however there is funding available for 200 participants. Employees can either take the free 2 ½ hour training at the Goodwill in Menasha or a trainer will go directly to the company as long as there are 5 participants. Onsite training at the company's facility have been the most popular. Heather Marconi with Hart Design & Manufacturing offered to host at her facility in Green Bay with other companies that are interested in the training but do not want their employees to drive to Menasha.

Topic 4: Creation of HR & Safety KPIs

Discuss what the task force would like to measure in HR and Safety KPIs to benchmark with other companies.

Suggestions:

- Turnover (voluntary/involuntary)
- Retention (how long, what makes them stay)
- Onboarding (mentorship, best practices)
- Safety (days lost, injury reports)
- cyber security
- Community engagement (what makes the employees happy, benefits, best engagement options)
- Recruiting (from where; referral, job fair, Indeed, etc.)

To access the data, members must participate in the survey.

Topic 5: Upcoming events and programming for NEWMA

May 1: Kickoff to Digital Literacy training

May 18: NEWMA & US Venture Graduate Seniors Hiring Event at NWTC

May 23: Future of Work – Childcare at the Green Bay Botanical Gardens

June 8: NEWMA Quarterly Membership at Lambeau Field/NEW NORTH SUMMIT

Topic 6: Next meeting date is July 13th at 8:30 a.m. Please let Ann know if you would like to host the meeting.

The taskforce will not meet until July 13th, in order that members can attend the May 23rd Future of Work – Childcare at the Green Bay Botanical Gardens. Registration is required: <https://www.eventbrite.com/e/future-of-work-childcare-summit-tickets-615164843607>.

In addition, the next NEWMA Quarterly Membership meeting will be held on June 8th at Lambeau Field at 1 p.m.