

Workforce Development

Agenda

Wednesday, May 24, 2017

9:30 a.m. Registration Opens

10:00 a.m. Welcome and Opening Comments

10:10 a.m. 10 Strategies to Identify & Recruit Top Talent

Speaker: Carrie Cavanaugh, Find Great People

In this renewed period of global economic growth, HR and talent management teams are engaged more actively than ever in the pursuit of sourcing the most valuable hires. As the overall talent pool shrinks, especially for highly specialized skill sets, organizations are beginning to adapt to these challenges by sourcing outside the box. This presentation will focus on 10 strategies to identify and recruit the top talent in today's changing marketplace.

11:10 a.m. Networking Break

11:20 a.m. Trends in Leadership Development

Speaker: Nancy Eichstadt, Leadership Management International, Inc.

What ultimately constrains the performance of an organization is not its operating model or its business model, but its leadership model. There are strong statistically significant relationships between leadership effectiveness and a variety of desirable business outcomes such as profitability, productivity, turnover, employee engagement, trust issues, low morale, and retaining talent. This session will cover the following issues relating to this topic:

- Today's human capital challenges
- Impact of challenges on bottom line results
- Transactional versus transformational leadership styles
- Impact of leadership style on bottom line results
- Step-by-step culture change
- What to expect from the change process

12:20 p.m. Lunch & Networking

12:50 p.m. Introduction to Training Within Industry (TWI): Job Instruction – A Better Way to Train

Speakers: Rhonda Huskins, Melissa Steinkuhl & Adrienne Temple, SCMEP

On-the-job-training is easy to perform but is very often inefficient and ineffective. Adopting a standard training methodology such as Training Within Industry (TWI) leads to standard work which in turn leads to improvements in quality, productivity, safety, and cost. This session will teach TWI principles, including how to:

- 'own' the training process, investing time in preparation as well as hands-on training and follow-up initial training.
- build positive relationships with the learners, creating a team culture and reducing the likelihood of turnover.
- prepare for training by separating the work so the learner is never given more information than they can absorb.
- work with the company's subject matter experts to agree on a script, making training repeatable

Session participants will also take part in a fun, hands-on demonstration of TWI principles.

1:50 p.m. Closing Comments

2:00 p.m. Adjourn