

Tools to Navigate the Changing Workforce in Manufacturing

written by Lauri Moon | October 1, 2019

You probably know the saying “change is the only constant.” Well, that couldn’t be truer during this unique time in operations, where:

- 50% of facility managers are expected to retire in the next 10 years
- 80% of Americans agree there is a skills gap in the workforce
- 2 million of the 3.5 million manufacturing jobs needed by 2025 are expected to go unfilled

Add to that changes in technology and the fact that five generations are working together for the first time in history - and it can be difficult to navigate a path forward.

Amid all this change and uncertainty in your workforce, there is opportunity. Opportunity to equip your team with what they need to grow their productivity and remain competitive. Opportunity to harness tools and technology to make sure your team is prepared for the future. Opportunity to prove your impact and leave a lasting legacy.

Join our discussion on this topic to gain confidence and a toolset around:

- Current statistics on the changing workforce and how it affects the world of manufacturing operations
- Training and development opportunities to boost recruitment and retention to equip your team for the future
- Technology to help your team grow their skills, knowledge sharing and productivity
- How other operations professionals are successfully navigating these changes

Speakers

Wayne Glass, Manufacturing M&O Manager

Wayne Glass built two maintenance management careers, in two very different fields. A closer look reveals both fields, military maintenance, and industrial mining, deal with skilled resource shortages in similar ways. Wayne says, “Organization of the maintenance effort is what CMMS is all about!”. He should know, His broad career includes 25 years in the US Army followed by 14 years in mine maintenance management. Wayne credits CMMS as key to his effective maintenance efforts in both the 1991 Persian Gulf war and the 2003 invasion of Iraq. He also says it is paramount to lead an effective plant maintenance program. Wayne’s many military awards include the Bronze Star service medal. Wayne just finished a from scratch CMMS implementation in California and is moving to the Austin Texas area.

Paul Lachance, Senior Manufacturing Advisor, Dude Solutions

Paul Lachance has spent his entire career devoted to optimizing maintenance teams by enabling data-driven decisions and actionable insights. He wrote his first CMMS system in 2004 and has since spent his professional career designing and directing CMMS and EAM systems. A regular speaker at national tradeshow, he’s been featured at IMTS, Fabtech and SMRP as well as several industry magazines. He currently serves as the Senior Manufacturing Advisor for Dude Solutions.



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Webinar: Navigating the Manufacturing Workforce Challenge

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A dramatic increase in demand for precision manufactured products, unprecedented shifts in demographics, and changing attitudes about education, work and fulfillment, have created conditions where attracting and retaining talent is one of the biggest limiting factors for manufacturers today. What are manufacturers doing about it? That's what we sought to find out.

In this webinar we will be revealing the key insights gained through a survey of manufacturers around the country. What we will cover includes:

- The key industry/market/global influences effecting executive decision-making around the workforce
- The most significant challenges leaders are facing when it comes to navigating their organizations future
- What techniques manufacturers are finding effective to attract and retain the workforce of the future
- The technologies manufacturers are investing in to better compete for workforce talent now and in the future

This not-to-be-missed webinar will give you an up-to-date picture of what others in your industry are thinking and doing. A detailed report will follow this interactive session discussing our survey's results and analysis behind the numbers.

Speaker

 **Brent Robertson, Partner, Fathom**

Brent Robertson is a partner at Fathom, a Future Design firm located in West Hartford, CT. Working with leadership teams at some of the region's most valuable organizations, Brent champions an approach to strategic planning, employee engagement, leadership succession, and market differentiation that prioritizes people and relationships.

In addition to his client work, Brent is an advocate for the maker culture and is engaged with the Advanced Manufacturing, Architecture, Engineering and Construction industries, serving as a strategic advisor to the organizations that support them. With a bias toward provoking new ways of seeing the world and taking action to change it, Brent speaks at events around the country and is regularly featured in regional and national publications.

Brent has oriented his life around helping people create conditions for their success. He is frequently invited to lecture on the topic of leadership at universities, and uses his recent personal transformation experience—going from overweight and out of shape middle-ager to ultra-distance trail/road marathoner and triathlete in under three years—as a place from which to mentor others through personal and professional change.

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Webinar: 5 Steps Manufacturers Must Take to Engage the Gen Z Workforce

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The manufacturing industry is facing a talent crisis with the impending “silver tsunami” of baby-boomer retirements. This is compounded by the harsh reality that younger generations aren’t considering manufacturing as a career option.

To remain competitive in the war for talent, manufacturers must create a work environment which attracts, engages, and retains the future workforce. This webinar will discuss five actionable steps manufacturers can take to get there.

During this webinar, you will:

- Learn how to motivate and engage a multi-generational workforce
- Discover new ideas for creating “Gen-Z-ready” work practices
- Gain insight into the role technology plays in enhancing the employee experience

Speakers

 **John Frehse, Senior Managing Director, Ankura**

John Frehse is a Senior Managing Director at Ankura, based in the New York office. He has more than 20 years of experience focused on labor and operations strategy.

John has developed and implemented strategies for more than 100 companies, and he delivers to corporate leaders innovative labor solutions that incorporate solutions to employee needs. His work has spanned a wide range of industries, including food and beverage, automotive, chemical, electronics, pharmaceuticals, power, call centers, banking/insurance, distribution, telecommunications, mining, government and healthcare.

John's professional philosophy is that people are the most valuable resource of every company. His experience has proven that in order to create long-term success, a thoughtful and methodical approach to labor must be created.

Before joining Ankura, John was a founding partner of Core Practice LLC, an international labor strategies firm. Prior to that, he was head of Global Strategic Services Sales for Blue Pumpkin Software, now known as Verint. His clients included the manufacturer of automobile driveline and drivetrain components and systems, a multinational food manufacturing and processing conglomerate, and a Canadian telecommunications and media company.

 **Kylene Zenk, Director, Manufacturing Practice, Kronos**

Kylene Zenk, Director, Manufacturing Practice, leads awareness building efforts and go-to-market strategy execution for the manufacturing market at Kronos Incorporated, a global provider of workforce management and human capital management software solutions. Her primary focus is educating manufacturing organizations about the role of effective labor management in improving employee engagement and organizational performance. She is also responsible for partnering across sales, services, product development, and customer support to achieve sales growth and customer satisfaction goals.

Prior to joining Kronos in 2007, Zenk worked at Capital One Financial Corporation in operations, sales training, and marketing roles. She has a bachelor's degree in political science and a master's degree in business administration, both from the University of Massachusetts, Amherst. Zenk is also a member of the National Association of Manufacturers, the Association for Manufacturing Excellence, and the Society for Human Resource Management.



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Webinar: The Best Kept Secret for Boosting Workforce Engagement and Performance

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Microlearning is quickly emerging as a key way to increase workforce engagement, boost knowledge growth and ultimately change behavior. Proven to drive results, leading organizations are leveraging microlearning as a critical component of their operational excellence strategy—whether it's to reduce safety incidents, deeply ingrain corporate values, or simply bring consistency from team to team and facility to facility. The best part? Organizations can incorporate microlearning without any interruption to production, and in a way that effortlessly supports a diverse workforce.

Join this webinar to learn:

- What microlearning is (and isn't)
- 5 ways microlearning is boosting frontline performance
- Stories of real organizations that are using microlearning to drive significant business impact

Speaker

 **Carol Leaman, CEO, Axonify Inc.**

Carol Leaman is the CEO of Axonify Inc., a disruptor in the corporate learning space and innovator behind the Axonify Microlearning Platform—proven to increase employee knowledge and performance necessary for achieving targeted business results. Prior to Axonify, Carol was the CEO of PostRank Inc., a social engagement analytics company that she sold to Google in June 2011. Previously, Carol held CEO positions at several other technology firms, including RSS Solutions and Fakespace Systems. Carol is a frequent speaker, a regular contributor to Fortune magazine and a well-respected thought leader, whose articles appear in various learning, business and technology publications. She also sits on the boards of many organizations, both charitable and for-profit, and advises a variety of high-tech firms in Canada’s technology triangle. Carol has won multiple awards, including the Waterloo Region Entrepreneur Hall of Fame Intrepid Award (2011) and the Sarah Kirke Award (2010) for Canada’s leading female entrepreneur and she is a finalist for the Techvibes Entrepreneur of the Year Award (2017).



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