

# Examining Global Talent Trends and Modern Workforce Technologies in Manufacturing

written by Lauri Moon | May 21, 2019

What does the future hold, and are we ready for it? According to Mercer's 2019 Global Talent Trends Study, nearly three-quarters (73%) of executives predict significant disruption in the next three years, compared to 26% in 2018, and nearly all organizations are taking action to prepare for the future of work.

To remain competitive, manufacturers must stay current with trends and implement new programs and policies to adapt to evolving workforce demands. Offering flexible work options, applying AI in HR strategies, and leveraging automated scheduling technologies are just a few ways manufacturers can stay ahead of the curve.

This webinar will discuss how global talent trends shed light on the expectations of the modern workforce and how manufacturers can utilize technology to support the evolving landscape.

During this webinar, you will:

- Learn about key global talent trends from Mercer and changing workforce expectations
- Gain insight into how manufacturers can implement new technologies to respond to current trends
- Hear from Kellogg Company on how automated scheduling technology has positively impacted plant operations, increased productivity, and employee engagement



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# **Driving Operational Excellence Through Your Front Line**

written by Lauri Moon | May 21, 2019

*"The manufacturers who will succeed are not the ones who work harder, but the ones whose frontlines can learn faster and work smarter."*

In the smart, connected and digital world where organizations are collecting mountains of information, manufacturing and supply chain leaders are harnessing the power of big data to make strategic decisions that drive their business forward. These data-driven decisions are enabling organizations to transform everything from their products to their processes and production models. But there's still an enormous opportunity that remains largely untapped: their people.

The reason for this is two-fold: Firstly, traditional training programs don't engage employees or drive the kind of participation rates needed to impact change. And secondly, they don't capture the kind of information and insights around frontline knowledge and behaviors required to make informed business decisions. What's more, these traditional training programs can't keep up with the pace of digital operations, which means frontline knowledge and skills quickly become irrelevant or obsolete and employees fall behind.

Join Carol Leaman (CEO of Axonify) on Thursday, June 13<sup>th</sup> from 2 - 3 pm EDT as she discusses how leading manufacturers are adopting a smarter, modern approach to training to drive operational excellence through their people. She will also explore how:

- Engaging your frontline with adaptive and personalized training drives improvements in quality, productivity and performance
- Microlearning enables you to make data-based training decisions that drive the right behaviors and positively impact business performance
- Organizations are using microlearning in the real world to drive operational excellence

## Speaker

 **Carol Leaman, CEO, Axonify**

Carol Leaman is an award-winning thought leader with an impressive track record of successfully leading tech companies. Not only is she a disruptor in the corporate learning space, but she's also the brains behind the Axonify Microlearning Platform. Prior to Axonify, Carol was the CEO of PostRank Inc., a social engagement analytics platform she sold to Google. She was also the CEO at several other technology firms, including RSS Solutions and Fakespace Systems.

Carol is a celebrated entrepreneur and trailblazer (Sarah Kirke Award 2010, Waterloo Region Entrepreneur Hall of Fame Intrepid Award 2011 and the Profit500 Award for Canada's Leading Female Entrepreneur 2017) whose articles appear in leading learning, business and technology publications. She also sits on the boards of many organizations and advises a variety of Canadian high-tech firms.



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# **How Manufacturers Can Win in a Digital World**

written by Lauri Moon | May 21, 2019

Doing digital right doesn't mean you need to become the next Amazon, Netflix or Google — or even the next Pitney-Bowes, whose shift to digital has reinvented the company. But it does mean you may need to change your ways to maximize the potential to drive business. You may think there are obstacles. But it's not money. It's not lack of time. It's not lack of resources. It's you. It's your mindset about digital strategy. It's time to fill the gaps — and make those aspirations a reality. Let go of your fears and let's get started.

PwC's recent Digital IQ report reflects insights from over 2000 respondents in over 60 countries. Over 60% work in companies with revenues of \$1 million or greater. Join this webinar to explore the four areas you must master to digitally succeed.

## **EXPERIENCE**

You might be a digital poser. Time to face it. Companies say they're digital, but many aren't investing and behaving digitally. Time to face reality. Stop pretending and start changing.

## **DISRUPTION**

Disruption surrounds you. Time to take control. Only 31% of companies say digital disruption is a threat to their business. They're wrong. But it's not too late.

## **LEADERSHIP**

Help wanted: Real digital leaders. Your team has more digital know-how than you do. That's a problem. You need more knowledge and new ways of managing to succeed.

## **WORKFORCE**

You've got a skills gap. Not the one you think. There's a disconnect between the skills and technologies that companies say matter most and what they're investing in. More than half don't even have a structure for delivering training.

You may be on the journey to digitization, but where exactly are you going? Respondents to the survey selected one of four goals they say their companies aspire to accomplish with digital. We'll explore these goals to help you frame them to your own company's strategy.

- Refiners plan to redefine their business model and change how they operate
- Efficiency seekers focus on increasing speed and efficiency
- Modernizers looks to update and improve on what they already do
- Industry Leaders aim to break new ground in another industry - or even their own

So how do you get there? The steps are clear and we'll wrap up the seminar by taking you through them.

1. Upskill your workforce. Change how people think and contribute to drive growth and innovation, within.
2. Build a best-in-class marketing and sales system. Ensure you have an easy understanding of the customer, resulting in the best experience.
3. Provide customers with the best experience post-sale
4. Create efficiencies, save money and make smart decisions through data & analytics, and AI.
5. Add new revenue streams. Build new business models through subscription services.
6. Secure data. Move data to the cloud in a timely way.

## **Speakers**

**✖ Todd Benigni, Partner in PwC Digital Operations Consulting**

Todd Benigni is a Partner in PwC's Operations and Supply Chain practice and is based in Chicago, IL. Todd is focused on helping companies in the Industrial sector drive transformational change in all facets of Operations and Supply Chain, enabling profitable growth, unlocking operational synergies, innovation, and cost effective execution. Todd serves as the co-lead for PwC's Digital Operations solution that focuses on helping clients drive differentiated value through finding new ways leverage factory and site data, analytics, and automation.

**✖ Juliane Stephan, Director in PwC Digital Operations Consulting**

Juliane Stephan is a Director with PwC Strategy& based out of San Francisco and brings more than six years of consulting experience in operations strategy and digital transformation across the industrial and automotive sectors. She co-leads PwC's Digital Operations team in the US. Her focus is on supporting industrial clients with their digital transformation journey. Applying an outcomes-back approach, she works with her clients to identify how emerging and digital technologies can help solve problems in new ways to create measurable business value and what the implications on their business and operating model are. Juliane is a member of the Industrial Internet of Things Consortium and the Internet of Things Council. She has lived and worked in countries across the globe including the US, Germany, Spain, China, India and Japan.



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# Trends and Strategies Driving Manufacturing Success in 2019

written by Lauri Moon | May 21, 2019

Though the manufacturing sector has seen strong growth over the last few years, recent data indicates some slowing. The inability to attract talent in a tight labor market, rising prices, and trade anxieties are just some of the challenges to growth that manufacturers will continue to face in 2019. Yet at the same time, digital disruption is creating new opportunities for manufacturers as they embrace evolving technologies.

In this webinar, you'll learn about key factors impacting manufacturing's global economic outlook, discover how software solutions and digital technology will play an increasingly important role in manufacturing in 2019, and get answers to questions such as:

What can manufacturers do to overcome the shortage of skilled workers?


- How will the volatile global economy impact market demand?
- What economic and political issues should manufacturers monitor?
- Will changing regulations call for new strategies and processes?
- Which technology trends and innovations will benefit manufacturers most?
- Are manufacturers ready to invest in digital technology?

## Speakers

 **Nick Castellina, Director of Industry and Solution Strategy, Infor**

Nick Castellina is Director of Industry and Solution strategy where he is responsible for marketing messaging and strategic direction in the discrete manufacturing industries. At Infor, Nick interacts with end users to understand their challenges and connects with product management and marketing to support Infor's commitment to

delivering focused solutions featuring industry best practices. Prior to Infor, Nick was Vice President and Research Group Director of the Aberdeen Group's Business Planning and Execution research practice. There he worked with software vendors and end users to analyse trends and produce industry-leading content in topics related to Enterprise Resource Planning, Enterprise Performance Management, Project Portfolio Management, and Business Process Management.

 **Chad Moutray, Chief Economist, National Association of Manufacturers (NAM)**

Chad Moutray is chief economist for the National Association of Manufacturers (NAM), where he serves as the NAM's economic forecaster and spokesperson on economic issues. He frequently comments on current economic conditions for manufacturers through professional presentations and media interviews and has appeared on various news outlets, including CNBC. In addition, he is the director of the Center for Manufacturing Research at the Manufacturing Institute, the social impact arm of the NAM, where he leads efforts to produce thought leadership, data and analysis of relevance to business leaders in the sector.



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# Strategies for Building a Stronger Workforce

written by Lauri Moon | May 21, 2019

Manufacturers are navigating a period of intense change as digitization and advanced technologies transform the sector. Prudential commissioned a survey, performed by The Economist Intelligence Unit, to assess manufacturers' preparedness and priorities. The survey surfaced findings organized around three key themes: strategies that manufacturers are adopting in response to industrial transformation; their approaches to managing their changing talent needs; and what the most innovative and tech-forward players in the sector do differently.

Join Prudential as they share innovative ways to address these unique challenges with focus on the most important component of all, your people. Workforce management is the engine that drives your organization both by injecting new talent into the mix to insure you stay current while also insuring your people will be taken care of both while they are working and into retirement. Prudential's insights will provide new ways to address your current and future concerns.

## **Description**

Manufacturers are navigating a period of intense change as digitization and advanced technologies transform the sector. Prudential commissioned a survey, performed by The Economist Intelligence Unit, to assess manufacturers' preparedness and priorities. The survey surfaced findings organized around three key themes: strategies that manufacturers are adopting in response to industrial transformation; their approaches to managing their changing talent needs; and what the most innovative and tech-forward players in the sector do differently.

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provide new ways to address your current and future concerns.



## **Speakers**

### **Michael Domingos, Vice President, Corporate Distribution and Strategy, Prudential**

Mike Domingos is vice president, Corporate Distribution and Strategy within Prudential Retirement, a business unit of Prudential Financial, Inc. (NYSE: PRU), and a leading provider of defined contribution, defined benefit, nonqualified deferred compensation plan administration, and institutional investment and risk management services. Mike is responsible for leading the corporate market sales team, nationally. This includes overseeing the development and execution of the distribution strategies for defined contribution, pension, and nonqualified plan services in corporate markets. He ensures retirement plan products and services offered by Prudential Retirement are customized to meet the needs of clients in target markets.

Mike entered the financial services industry in 1993, when he joined Prudential. He has a Bachelor of Science degree in business administration from the University of Hartford and is a Series 6, 7, 24, and 63 registered principal.

He volunteers his time to several charitable organizations including serving on the Host Committee for UNICEF Chicago, and through membership in the Red Cross Blood Drive, Habitat for Humanity, and the United Way.

### **Marc Howell, FSA, EA, Vice President - Custom Retirement Solutions, Prudential**

Marc Howell has over 18 years of experience working with sponsors of defined benefit and defined contribution plans. He leads a team of consultants tasked with providing custom design solutions within the defined benefit and defined contribution market. Leveraging Big Data, Marc has led development of multiple proprietary capabilities within Prudential. These capabilities focus on predicting human behavior to allow for the creation of retirement designs focused on delivering

the best possible outcomes for employees as well as employers. He has redesigned retirement programs for numerous plan sponsors across the U.S., ranging from manufacturing, healthcare, utilities, higher education, and professional services organizations.

Marc's innovative approach to plan redesign won his clients 1st place in the PSCA Signature Awards, for both 2013 and 2015. Additionally he has spoken at numerous industry events and was interviewed by PlanSponsor on the topics of Big Data analytics, plan design and retirement program ROI. In 2017, Marc was named a "Top 25 Rising Star in Retirement under 40" by LIMRA. Marc was a Joseph Wharton Scholar at the University of Pennsylvania's Wharton School of Business, where he graduated with a B.S. in economics. He is a Fellow in the Society of Actuaries, a Member of the American Academy of Actuaries, and an enrolled actuary.

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## Industry 4.0 One Step at a Time

written by Lauri Moon | May 21, 2019

Industry 4.0 has the opportunity to dramatically transform the way manufacturers compete. Some of the benefits that companies are looking to achieve via Industry 4.0 include improved quality, reduced costs, shorter cycle times, and increased revenue. While the benefits can be significant, the path to get there can seem overwhelming.

Faced with the many enabling new technologies and complexities of transforming the business, companies are asking how to get started. What should they do first? How do they begin the journey?

This webcast will discuss the associated business transformation along with concrete ideas on how to begin the journey and reap the benefits of Industry 4.0 one step at a time.

## **Speakers**

### **John Barcus, VP, Industry Solutions, Manufacturing Industries, Oracle**

John Barcus is Vice President responsible for the Oracle Global Manufacturing Industries. The Manufacturing Industries Solutions Group works globally with customers, partners, and within Oracle to refine industry strategy and build industry solutions that support the Industrial Manufacturing, Automotive, and High Tech industries.

John has been with Oracle for over 20 years, 8 of which were in consulting working with customers to manage large global ERP and advanced planning projects. John brings to companies a strong manufacturing, supply chain, and industry background. His implementation and business experiences help customers to use technology to solve business issues, gain competitive advantage, and to the adapt to the rapidly evolving needs of the digital age. John has been a frequent speaker at industry events.

Prior to coming to Oracle, John worked within the industrial manufacturing, aerospace, and high tech industries in a variety of roles including; Sales, Materials Manager, Purchasing Manager, Manufacturing Manager, and Inventory & Control Manager. He has an MBA from Pepperdine University, and an Operations Management Degree from Cal State Fullerton.

### **Scott Renner, Director, Industrial Manufacturing, Oracle**

Scott Renner is the Director of Industrial Manufacturing in Oracle's ISG group where he is driving solutions for the digitalization of the value-chain and preparing

companies for the Industry 4.0 revolution. His 30 years of experience in operations, ERP, and business transformations brings a deep business and technical skill set to his work.

Before Oracle, Scott has been an operations manager, a professional services manager and entrepreneur with over two decades of consultancy experiences in the largest of manufacturing companies to the smallest.

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# **Webinar: Future-proof Your Workforce**

written by Lauri Moon | May 21, 2019

The National Association of Manufacturers estimates that manufacturers have 365,000 unfilled jobs now and will need to fill 3.5 million jobs in the next 7 years. In addition to traditional assembly line jobs, the manufacturing industry is moving rapidly toward jobs with irreplaceable human skills, such as creativity, ingenuity, and critical thinking.

To stay competitive, manufacturers need to quickly accommodate the new expectations of this shifting workplace environment. New job opportunities bring new ways of working. Your current and future employees require an expanded

toolset to be productive contributors as soon as they step in the door and advance within your organization.

Successful manufacturers have found ways to increase productivity while proving they are exciting, innovative, and rewarding places to work. Join this webinar for a discussion that will help you future-proof your workforce and:

- Understand the impact that the changing workforce is having on manufacturers today.
- Learn how to maximize productivity amongst your employees and use your existing workforce to its fullest potential.
- Identify how technology can play an integral role in the recruiting, retaining, and effective scheduling of the new generation of workers.

## Speakers

### **Gardner Carrick, Vice President of Strategic Initiatives, The Manufacturing Institute at the National Association of Manufacturers**

Gardner Carrick is the Vice President of Strategic Initiatives for The Manufacturing Institute at the National Association of Manufacturers. Mr. Carrick leads the Institute's workforce portfolio and is currently working on a new industry-recognized apprenticeship system to change how manufacturers and schools partner to prepare the workforce. He is also leading the development of a national education data system that will integrate education, certification, and labor market data to deliver outcome information on education programs. Previously, Mr. Carrick led the Institute's research activities including partnerships with internationally recognized consulting firms and the Institute's military-to-manufacturing program. Prior to joining the Institute, he worked at the U.S Department of Labor.

### **Nick Castellina is Director of Industry and Solution Strategy, Infor**

Nick Castellina is Director of Industry and Solution strategy at Infor where he is responsible for marketing messaging and strategic direction in the discrete manufacturing industries. Nick interacts with end users to understand their challenges and connects with product management and marketing to support Infor's

commitment to delivering focused solutions featuring industry best practices. Prior to Infor, Nick was Vice President and Research Group Director of the Aberdeen Group's Business Planning and Execution research practice. There he worked with software vendors and end users to analyze trends and produce industry-leading content in topics related to Enterprise Resource Planning, Enterprise Performance Management, Project Portfolio Management, and Business Process Management.

 **Jim Perry, Director, Enterprise Performance Management Practice, Infor**

Jim Perry is a Director in the Performance Management practice at Infor. Jim lectures extensively on best practices in Big Data and digital transformation and is a recognized thought leader in the space. He holds an MBA Finance from Rutgers Business School, has a graduate certificate in Data Science from MIT, and is a registered Six-Sigma Black Belt.



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# **Webinar: The Servitization**

# Revolution in Industrial Manufacturing

written by Lauri Moon | May 21, 2019

Engineering & Manufacturing (E&M) companies are advancing their business models to focus more on providing services and capability to their customers, a practice known as “servitization.” As core markets are becoming increasingly saturated, and product margins are under pressure, companies are aligning their supply chain strategies to meet their customers’ heightened expectations.

Service type activities already make up from one-third to more than one-half of manufacturing employment in some industries. And in today’s marketplace, more and more companies are offering after-market services or complete solutions that are closely coupled to the manufacturer’s products.

While having a digital strategy is important for any manufacturer today, that’s only half the story. There is a huge shift towards the consumption of services over the consumption of products, and it’s this combination of digital pressures and demand for services that is bringing about a revolution in industrial manufacturing.

DHL’s Engineering & Manufacturing sector and The Advanced Services Group have created a white paper series focused on this shift in business models, and in this webinar you’ll hear from several experts who will discuss servitization in the context of value networks as well as supply chain strategies and its impact on E&M industries. You’ll also hear a best practice case study that will shine a light on the transformational change process - from strategy articulation to process definition and decision enablement.

## Speakers

 **Reg Kenney, President, Global Engineering and Manufacturing, DHL, Customer Solutions & Innovation**

Involved in the logistics and transportation industry for 40 years, Reg Kenney is President of DHL’s Global E&M Sector and Head of DHL’s Customer Solutions &



Innovation, Americas Region, based in Plantation, Florida.

Roles prior to this included Executive VP, DHL Global Customer Solutions, Americas Region and - with Air Canada Cargo for 20 years - a variety of executive-level assignments including Director of Sales, GM of Western North America, and GM of System Operations. Reg has been a member of the Council of Supply Chain Management Professionals since 1999.

**✘ Tim Baines, Professor and Executive Director, The Advanced Services Group, Aston Business School**

Tim is the leading international authority on servitization and spends much of his time working hands-on with both global and local manufacturing companies to understand servitization in practice and help to transform businesses.

He spent ten years working in manufacturing businesses, beginning his career as an apprentice. His background gives him a personal understanding of the challenges faced by the industry and of the need for practical, relevant guidance on implementing change strategies.

His book Made to Serve: How manufacturers can compete through servitization and product service systems described as, 'Essential reading for any companies or executives looking to explore this option for their business' provides a practical guide to servitization, based on in-depth research with leading corporations such as Xerox, Caterpillar, Alstom and MAN Truck & Bus UK.

**✘ Jim Euchner, Honorary Professor, Aston Business School, Former VP for Global Innovation, Goodyear**

Jim Euchner is an Honorary Professor at Aston Business School and the Editor in Chief of Research-Technology Management, a peer-reviewed journal for practitioners of innovation, technology and research management. He was previously Vice President of Global Innovation at Goodyear Tyre & Rubber Company, where he led the development of new businesses and helped launch businesses on three continents.

Prior to his work at Goodyear, Jim held positions as Vice President of Growth Strategy and Innovation at Pitney Bowes, Inc. and Vice President, Network Systems Advanced Technology at Bell Atlantic. He is particularly interested in the use of lean startup approaches in large organizations and the challenges manufacturers confront in moving to services-led business models.

Roles prior to this included Executive VP, DHL Global Customer Solutions, Americas Region and - with Air Canada Cargo for 20 years - a variety of executive-level assignments including Director of Sales, GM of Western North America, and GM of System Operations. Reg has been a member of the Council of Supply Chain Management Professionals since 1999.

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# **Webinar: Facilitating Lean with Synchronized Planning and Scheduling**

written by Lauri Moon | May 21, 2019

Discover the value of a Lean synchronized approach to production scheduling with an integrated approach to maximizing production scheduling effectiveness. DELMIA Ortens Agile Manufacturing range of advanced planning software successfully

complements the traditional ERP, MES, PLM and SCM management systems. See how this new approach adds the power of constraint-based finite-capacity resource optimization, and synchronization of production flows - from raw materials through to finished products.

In today's world, companies are challenged to anticipate new production introductions, rationalize urgent transportation expenses, reduce penalties for late delivery, and protect margins. Manufacturers look to maintain the correct level of inventories with precision while confronted with the need to compress manufacturing cycle times with increased demand complexity and variability.

Attendees can expect to gain insights specific to plant management and optimization, and how to address plant planning & scheduling challenges, while also learning key attributes of the DELMIA Ortems solution including:

- Specific time and production savings customers have achieved leveraging predictive analytics
- How to more effectively align your shop floor resources leveraged with technology
- How to compress manufacturing cycles times
- How to more effectively manage setup times, sequencing and how to run infinite "what-if" scenarios to make the right decisions
- How to ensure efficient inventory controls while managing a multitude of production variables
- How DELMIA Ortems works with and can effectively complement your current ERP
- How to reduce penalties and protect margins

All delivered in a highly dynamic real time approach focused on advanced plant centric planning & scheduling.

## **Speaker**

 **Thomas Muth, DELMIA Industry Director, Dassault Systèmes**

Thomas Muth has over 20 years experience industry marketing in Manufacturing

Operations Management and ERP solutions serving a wide range of industries.  
Graduate of University of Wisconsin.



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# **Webinar: Why Current Production Scheduling Tools Aren't Helping You Deliver On-Time and How to Fix It**

written by Lauri Moon | May 21, 2019

Tremendous strides have been made over the last 50 years in Production Scheduling. Once an extremely manual and time-consuming process, most of today's ERP software packages have automated scheduling embedded and/or Advanced Planning and Scheduling tools available to bolt on to them.

Unfortunately, however, in spite of the tremendous amount of functionality, companies continue to struggle to deliver orders to their customers on-time. And in many cases, after making valiant, but unsuccessful efforts to "go-live" with production scheduling software, companies revert to scheduling the shop floor using

whiteboards and spreadsheets - an extremely manual and time-consuming process.

Why is this? We will explore the underlying causes of the failure of modern production scheduling tools to make significant sustainable improvement to on-time delivery or the reduction of lead-times in Manufacturing companies today.

And then we will propose a simplified but effective alternative approach that combines several concepts from Manufacturing performance improvement philosophies.

You will learn:

- How to be confident you're always working on the right job at the right time.
- What the key factor is that prevents you from trusting Scheduling software.
- How to comfortably accept and manage "Rush" jobs.
- Why there is a disconnect between the "Dispatch List" produced by Scheduling programs, and the true priorities on the Shop Floor.
- How to easily deal with customer sales order date pull-ins (and push-outs) without having to run MRP or a scheduling program.
- How to quickly and comfortably lower WIP, speed flow, reduce lead-times and raise your On-time Delivery Performance into the 90's.

## **Speaker**

 **Mark Lilly, Partner, Owner & Director - LillyWorks Protected Flow Manufacturing**

Mark's passion is revealing the gap between the status quo within a company, and the potential performance that could be achieved with a plan and the right software tool. He's been doing it for over 25 years for small to medium manufacturing companies, primarily by showing how software can "dramatically" improve their business performance. He especially likes to focus on the competitive capabilities such as delivery performance, by helping companies with the seemingly continuous struggle with shop floor scheduling.

Mark comes from a strong family background of helping Manufacturers with production scheduling. His father created several manufacturing software

applications designed to help companies with shop floor scheduling, such as Profitkey, VISUAL ERP and the latest, LillyWorks Protected Flow Manufacturing. Both his siblings are Co-Presidents at LillyWorks.

But even the best software can't do a thing without a change management plan that focuses on delivering the desired results. It's all about motivating people to modify their behavior to support the actions necessary to effect the desired change. After acquiring a foundation of knowledge in computer science and psychology at Cornell 30 years ago, he's continued to learn both the technology and people side of the equation in making significant and lasting changes in the business performance of a company.



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