Meeting the HR Challenge

written by Lauri Moon | September 7, 2023

Small and mid-sized manufacturing firms face a special challenge in recruiting, selecting, onboarding, upskilling or reskilling, and retaining their workers.

Most business leaders and HR professionals are keenly aware of The Great Resignation, Quiet Quitting, and similar trends with the workforce that complicate the job of employers finding, attracting, engaging, and keeping workers with the right attitude and with the right ability.

This 55-minute webinar will help identify and invigorate a new or refreshed awareness of several important elements of meeting today's HR challenges, especially those directly connected with workforce trends.

Internationally recognized HR thought leader, William J. Rothwell, will deliver this engaging session and touch briefly on each of the following topics:

- The current employment landscape and how to approach the HR Challenge without an HR staff.
- Insights and current approaches important for recruiting and selecting workers.
- Understanding current onboarding challenges and considerations for training and development.
- Discovering several trends in worker engagement.
- Reducing turnover and improving retention rates.

Meeting the HR Challenge isn’t a one-time quick fix. It is developing tactical and cultural approaches that will help the organization start things off right and gain more engagement and commitment over time.

Register

Who should attend:

Business owners and C-suite leaders, HR professionals at all levels, accounting or other office personnel who often serve as the HR lead, managers and supervisors with hiring responsibilities, and anyone who wants to learn more about navigating current workforce trends.

Meeting the HR Challenge Flyer

Presenter:

William J. Rothwell, PhD. is President of Rothwell & Associates, Inc., President of Rothwell & Associates, LLC, and President of Rothwell & Associates Korea. He has worked full-time in human resources, training and organization development in both government (the Illinois Office of the Auditor General) and in a multinational company (American Brands, #48 on the Fortune 500 list) from 1979 until 1993. He has been a consultant for over 50 multinational companies. He has served many manufacturing clients in both the U.S. and abroad. Some of his clients include: Ford Motor Company, General Motors, Siemens, Sony, Phillips, Erickson, and HP. In addition to serving as the President of three consulting firms, he and his wife, have several other successful for-profit business endeavors in Pennsylvania.

Dr. Rothwell is a prolific author, coauthor, editor, or coeditor. Since 1987 he has published more than 130 books, edited 24 books in various book series, and authored numerous training packages, guides, technical reports, and scholarly articles. Complimenting his vast experience as an internationally recognized consultant, he also spent several decades serving The Pennsylvania State University as a Distinguished Professor in the Workforce Education and Development program in the Department of Learning and Performance Systems, College of Education, on the University Park Campus. He holds top-level certifications and credentials with National SHRM and ATD.

Webinar information will be provided prior to the event.

Webinar: Managing Demographic Change – Risks & Opportunities for Industry

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As a generation of workers retire, companies are struggling to capture and transfer their knowledge and experience. Additionally, many have had challenges integrating the new generation of workers, both from a cultural and risk awareness standpoint.

What can companies do to retain critically important institutional knowledge among older workers about to retire and pass it along to current and new employees to reduce the organization's risk exposure and improve performance? What processes and systems need to be modified to capture the attention of this new group of employees?

During this webinar, the speakers will discuss the greatest challenges their clients are faced with and the opportunities related to demographic change and share four

critical components to managing this change.

Speakers

Ward Metzler, Principal, DuPont Sustainable Solutions

Ward Metzler is from Thunder Bay, Ontario and is the Regional Market Leader for the Midwestern United States and Eastern Canada with DuPont Sustainable Solutions (DSS). Ward has a strong background in operations management of high hazard operations across a variety of DuPont operations. He has been a management consultant for the past 8 years. During that time, he has worked with clients in oil & gas, mining, transportation and the food industry.

Ward has worked with a multi-site oil & gas client to establish Process Safety Management standards and then implement them across 13 sites. Ward has a deep understanding of safety management systems and excels at working with clients who desire to take the next step to improve safety performance. He has also had the opportunity to provide construction safety expertise to an oil & gas megaproject.

Ward has a Bachelor of Chemical Engineering from McMaster University in Hamilton, Ontario. Ward and his wife have 4 children ranging from 16 to 26 years of age that seem to consume most of their spare time. Ward is an avid sports fan and follows the Toronto Maple Leafs and Toronto Blue Jays closely.

Rich Eagles, Principal, DuPont Sustainable Solutions

Rich provides strategic guidance, thought leadership and oversight to the team of DuPont resources delivering strategic insights to clients worldwide. He provides senior level quality assurance, subject matter expertise and relationship management to Dupont’s wide client base.

Rich has more than 20 years of experience helping clients solve their most challenging issues in areas affecting their operations, assets and people. He has served clients across numerous industries including chemicals, energy & utilities, manufacturing, high technology, food and beverage, healthcare and retail. Rich provides deep capabilities in problem solving and a data-driven approach to

producing pragmatic customer insights. Rich is a regular public speaker and presenter.

Prior to joining DuPont Sustainable Solutions, Rich was a Senior Manager in Deloitte's Strategy and Operations practice serving numerous Fortune 500 companies across a broad spectrum of challenges. His experience has included running global surveys for Deloitte Research, delivering market backed strategies to improve profitability and improve efficiencies, and developing human capital strategies to inspire, motivate, train, and effect sustainable change.

Register

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