

AI-Driven Employee Relations, Development, and Retention: Building a Future-Ready Workforce

written by Lauri Moon | October 25, 2024



AI-Driven Employee Relations, Development, and Retention: Building a Future-Ready Workforce

(1.5-hour, Virtual)

This program starts in:



This course empowers HR professionals to harness AI-driven solutions for improving employee relations, learning and development, and retention. Learn how AI can automate conflict resolution, personalize training programs, and predict turnover

risks, enabling you to create a more productive, engaged, and loyal workforce—while freeing up time for strategic initiatives. Build a future-ready HR strategy that drives success with less effort. Don't miss this opportunity to learn from one of the top thought leaders in the field. Register now to unlock the power of AI in HR.

[Register](#)

Learning Objectives:

- Discover how AI can simplify managing employee relations by providing real-time insights and automating conflict resolution processes, allowing you to foster a positive and productive workplace with less effort.
- Unlock the potential of AI to personalize and enhance your training programs, ensuring employees are upskilled more efficiently and effectively, while freeing up time for HR professionals to focus on strategic growth.
- Learn how to leverage AI tools to predict turnover risks and implement proactive strategies, reducing costly turnover and increasing employee satisfaction—keeping your best talent engaged and loyal.

Course Outline:

- Employee Relations
 - What is meant by employee relations?
 - Facts and figures about employee relations
 - How can AI support employee relations?
 - What software can support AI applications for employee relations?
- Learning and Development
 - What is learning and development/talent development?
 - Facts and figures about learning and development
 - How can AI support training?
 - What software can support the application of AI to training?
- Employee Retention
 - What is employee retention?

- Facts and figures about employee retention
- Applying AI to reducing turnover
- Software to support the use of AI to improve retention

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.

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Webinar login will be provided approximately one week prior to the event.

Four-Part Series:

This is a four-part series. Register for all four for only \$309!

- January 16, 2025 - Using Artificial Intelligence to Support Job Descriptions, Recruiting, and Workforce Planning
- February 13, 2025 - Using Artificial Intelligence to Enhance Onboarding, Engagement, and Performance Management
- March 6, 2025 - AI-Driven Employee Relations, Development, and Retention: Building a Future-Ready Workforce
- April 3, 2025 - AI-Powered Analytics, Compliance, and Employee Assistance: Driving Data-Driven Success



IMC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. For attending this webinar series, SHRM members are eligible to receive 1.5 PDCs.

Presenter:



William J. Rothwell, PhD. is President of Rothwell & Associates, Inc., Rothwell & Associates, LLC, and Rothwell & Associates Korea. He has worked full-time in human resources, training, and organizational development in both government and in a multinational company. 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. Dr. Rothwell is a prolific author and has published more than 130 books and authored numerous training packages, guides, technical reports, and scholarly articles. He is a Distinguished Professor in the Workforce Education and Development program in the College of Education at The Pennsylvania State University. He holds top-level certifications and credentials with National SHRM and ATD.



This program is WEDnetPA eligible.

Meeting the HR Challenge

written by Lauri Moon | October 25, 2024



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.

Industry Pulse - Current State of the Manufacturing Skills Gap

written by Lauri Moon | October 25, 2024

Growth in Manufacturing is Coming - Are You Prepared?

INDUSTRY PULSE: 2018 Manufacturing Workforce Report

Join Denise Ball, Workforce Specialist at Tooling U-SME, **February 6, 2019** to learn more about the state of the manufacturing industry and game changers like new technology, retirements and education partnerships. Special guest panelists from both industry and education will share their experiences and discuss what they are doing to address the urgent skills gap.

GUEST PANELISTS

**Jeannine Kunz, Vice President,
Tooling-U SME**

Tooling U-SME, a division of SME, delivers competency-based learning and development solutions to manufacturing, including more than half of Fortune 500® manufacturing companies, and hundreds of educational institutions.

**Michael Freed, Sinclair Community
College, Dayton OH**

Mike Freed is the Manager of Manufacturing Solutions, Workforce Development and Corporate Services at Sinclair Community College, Dayton, Ohio. Mr. Freed and Sinclair Community College were part of a consortium that launched the SkillsTrac program for F&P America Manufacturing, Inc..

**Delane Sloan, F&P America
Manufacturing, Inc.**

Senior Manager, Human Resources. F&P America Manufacturing, Inc. is a tier-one international automotive systems supplier for clients such as Honda, Toyota, Acura, Mitsubishi and General Motors.

Explore training and retention challenges and solutions detailed in Tooling U-SME's Industry Pulse: 2018 Manufacturing Workforce Report.

[Register](#)

Webinar: Future-proof Your Workforce

written by Lauri Moon | October 25, 2024

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 Best Kept Secret for Boosting Workforce Engagement and Performance

written by Lauri Moon | October 25, 2024

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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Webinar: Managing Demographic

Change - Risks & Opportunities for Industry

written by Lauri Moon | October 25, 2024

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.



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