

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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Examining Global Talent Trends and Modern Workforce Technologies in Manufacturing

written by Lauri Moon | October 1, 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 | October 1, 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 13th 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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Webinar: Navigating the Manufacturing Workforce Challenge

written by Lauri Moon | October 1, 2019

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

written by Lauri Moon | October 1, 2019

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

written by Lauri Moon | October 1, 2019

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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