What You Learn Today Will Help You...

- Stop employee turnover or retirement's negative effects on your bottom line by the loss of their knowledge and expertise
- Train new and existing employees to be proficient and contribute faster
- Find employees quickly and keep them longer – by taking a proactive approach; and not be a victim of market whims
- Build leadership capabilities of your managers, team leads, and supervisors – improve your leadership bandwidth and have peace of mind

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Elements & Impacts of a Systems Approach

Attraction	Engage	Train & Develop
• Getting people inspired to work with you	• Create an environment where employees are inspired and fulfilled to want to stay and make things better	• Create a high performance, flexible workforce

Getting and Keeping YOUR Talent

1. *What CHALLENGES do you face in attracting, developing, or retaining your talent?*

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Pain Points

- Can't Find Employees or "Good" Employees
- Can't Keep People - High Turnover
- Can't Train People Fast Enough
- Can't Fill Higher Level Positions
- No Leadership, Problem Solving, Critical Thinking Skills

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Attraction [Recruiting]

Objective:

- Reduce barriers to entry
- Increase hiring pools

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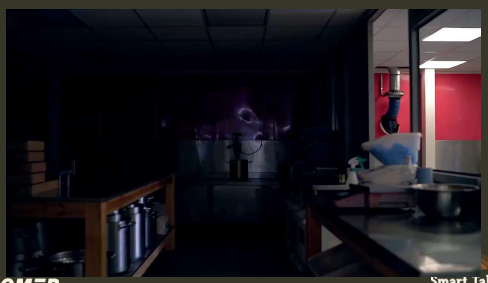
Make Manufacturing Appealing



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Engaging [Retaining]

Main Objective Company

- Reduce Turnover – Job Fulfillment
- Create a High Performance Workforce- Continuous Improvement
- Allow High Performers to Thrive

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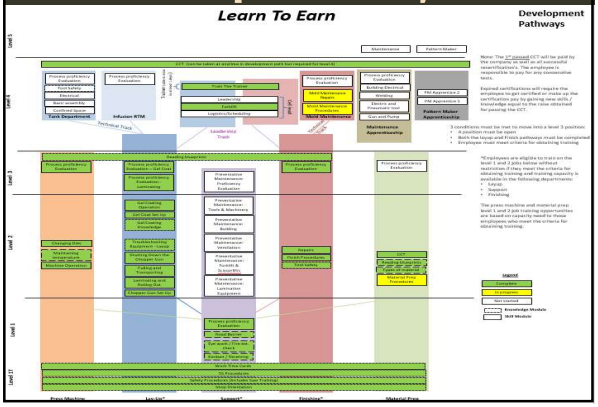
Development Pathways



Idea Board

IMPROVEMENT IDEAS

Idea	Impact	Priority		Next Up	Doing	Done
		Ideas to be worked into "Next Up"... captured but not distracting from today's improvement work.		Next best ideas that will be worked into "Doing" when an idea moves to "Done".	Ideas that are being implemented.	Ideas that are implemented but not yet: - Final Check And follow-up - Standard Procedure - Training/Communication - Control Model/Handing Script
	High	Implement	Challenge			
	Low	Possible	Kibosh			

Low — Resources — High

OMEP / Manufacturing Growth Through Innovation

	This week	To date
Ideas submitted		
Ideas done		

Training & Development

Objective:

Create a high performance, engaged workforce

- Standardization – processes & training
- Decrease time to proficiency-purpose, confidence, productive
- More Flexible Workforce – improve bottom line
- Competency development – problem solving, critical thinking, leadership

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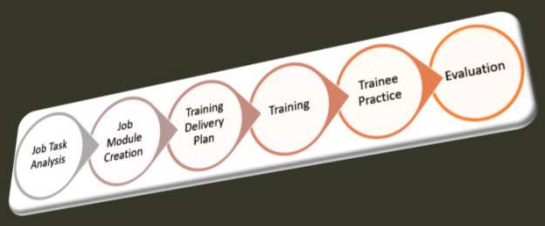
Job Skills Training and Delivery



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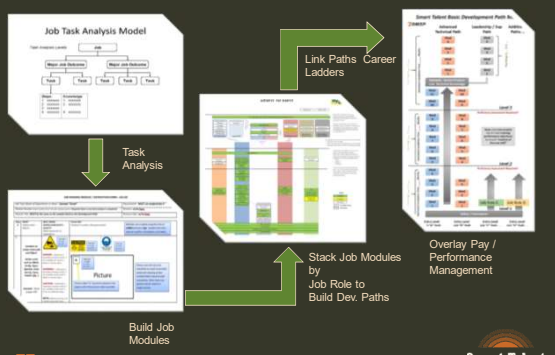
Tying It All Together



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Do you know your turnover?

start date - end date analysis

- % Leave within 3 month, 1 year, after 1-5 years

  Typical:

  1 – 3 months – High Churn - 40% to 90%

  1 year – 20- 25%

  1-5 years – 15%-20%

  >10 years – 5%ish

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Build a Structure to Help You Succeed By …

Attracting	Training	Retaining
• Positive Job Postings • Expanding the Labor Pool • Competitive Wages • Robust Onboarding	• Job Modules • Standard Work • Development Paths • Upskilling Trainers • Training Tracker • Effective Onboarding	• Career Ladders • Pay Increases • Promotions • Performance Based Pay System • Company Growth

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Getting and Keeping YOUR Talent

1. What are some of the strategies do you OR could you deploy?

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Some Results

- Time to proficiency- 50%-90% less
- 25% non value added work reduction
- 25 – 50% less churn
- Larger hiring pool – 30% - infinity more
- Higher labor efficiency – flexible workforce
- Long term savings for pay for skills vs longevity
- Processes streamlined – recruiting, performance reviews eliminated

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Thank You!

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