

Meeting Recap:

HR Leaders Roundtable

Maximizing Millennials in the Workplace

EDGE HR Leaders were engaged in a productive conversation about attracting and retaining the workforce of the future, facilitated by Kay Kramarz from Swagelok. Kay was recognized with an Archer Award last year for her work developing a hiring plan that focused on Millennials. She was working for an insurance company at the time.

The great news is that EDGE member HR leaders believe Millennials contribute a great deal to their organizations and have helped workplaces identify characteristics that all employees embrace, including wanting to:

- Make a difference
- Have a positive impact on society
- Make use of their skills
- Work remotely when possible
- Receive recognition
- Have opportunities to learn

See slides 3, 4 and 5 on the Millennials slide link in resources below.

Key Takeaways:

HR Leaders identified these challenges when trying to attract and retain the new workforce:

- Attracting workers when the work is routine, mundane and repetitive
- Wanting a path up, 10 years or more
- Flexibility
- Mentoring
- Meaningful onboarding vs. orientation
- Career pathing, training and education
- Desire to continually learn
- Resistance from existing workforce
- Cultural changes: “flavor of the day” from executives. Trouble believing change will work.

Ideas participants shared to address challenges:

- Take some pressure off workforce
- Team-building activities
- Off-sites to build shared purpose
- Small-group bonding
- Wellness activities examples
 - Wellness Bingo Card (included in resources below)
 - Yoga class

	<ul style="list-style-type: none"> • United Way Day of Caring • Career paths and ladders • Set own schedule • Pilot ideas on a small scale before taking them to the entire organization • Culture change must take place and be embraced at the top • Popcorn payday • Wii bowling • Softball, bowling or pool leagues
Resources:	<p>Maximizing Millennials Slides Wellness Bingo Card compliments of Gebauer Co. NEO Millennial Resources compliments of Brittany Bush Overtime Rules Change Shared Work Ohio Layoff Avoidance Program Cultural Care Au Pair Slides</p>
Reminders:	<p>Next HR Leaders Meeting: Thursday, Nov. 3, 2016. Topic: Employer Branding featuring Hiring Optics, a firm that specializes in employer branding and video marketing for talent acquisition. We will also be joined by an HR Leader from ShurTech and a CEO from Conveyer and Caster-EFI.</p> <p>EDGE FORUM: Economic Forecast Ken Mayland with Clearview Economics will present the outlook for 2017. Thursday, November 17, 2016 8 a.m. to 10:30 a.m.</p>
Questions:	Contact Pam Schwaller
Attendees:	<p>Theresa Estock, Coastal Pet Products; Brian Harrington, Conveyer & Caster – EFI; Suzy Beatrice, EYE Lighting; Judi DiSabato and Clayton Harris, Gebauer Co.; Jeannine Volchko, Lumitex; Kelly Loebick-Frascella, Main Street Gourmet; Jenifer Hochevar, The Reserves Network Staffing; Diane Wrona, Roll-Kraft</p> <p>EDGE: Pam Schwaller; Brittany Bush; Sarah Shoaf; Jane Flaherty</p>

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