**Advanced Manufacturing Sector Board Minutes**

**March 18, 2019 from 4-5 PM**

***The mission of the Advanced Manufacturing Sector Board is to work together as an industry to***

***create an awareness of the careers within the industry and increase the pipeline of***

***potential future workforce***

1. Welcome & Introductions: Doug Vranek, NIS; Chris Turner, Fusion, Inc.; Derek Trotter, Aerotek; Mark Williams, QPS; Tom Cavanagh, Goodwill; Kate Pine, Iowa Works; Scott Mather, Iowa Works; Aaron-Marie Thoms, Raining Rose; Vicki Jackson, PMX; Steve Stefani, Acme Graphics.
2. Speaker – Ryan Murphy presents the 2018 Labor Shed Report – Labor Shed studies are supply-side, labor availability studies. They provide a flexible tool for understanding the workforce characteristics of their local labor market. See attachments
3. Committee Reports
   1. MS Increase Involvement[- video](https://drive.google.com/open?id=1Wpa11AyX6Vr0D95M0uaM4z085x5s2RFA)
      1. Vernon MS project/KCC AutoCad/New Leader Manufacturing
   2. Portal – https://explore-manufacturing.org/ Whitney
      1. Presentation to educators – three set up in Benton, Iowa and Jones County.
      2. Facebook – like us on Facebook ICR Iowa Advanced Manufacturing Sector Board
      3. Reminder we need mfg related news and articles to put on portal and Facebook
4. Next Manufacturing Tour – March 28 from 1:30-3pm at Fusion Inc. 4500 Wilson Avenue SW Cedar Rapids
5. All Stars Luncheon
   * 1. May 23rd from 11:00 am – 1:00 pm. To purchase tickets call 319-398-1022.
6. Partner Updates – please email your updates to be included in the minutes

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1. Next Meeting April 15, 2019 from 4-5 pm with roundtable discussion from 3-4pm

**Highlights from Round Table Discussion on How to Manage Change in your Organization**

Consensus is that people often leave a job during change of a new manager. The new manager communicates differently and expectations change.

Success strategies that companies have used to help guide change:

* Leadership – must strive to be good leaders (listen and respond)
* Communicate the message through multiple modes (TV monitors, newsletters, email, or text)
* Training on Emotional Intelligence
* Lead change using the company core values
* Training Generational Training (working with multiple generations in the workforce trainings)
* Treat people like people. Thoroughly explain expectations and put them in the right direction. Take time to listen to your employees.
* “Stay Interviews” once a month schedule meetings to hear out employees (their manager is not present) and find out what is going well, what is not and ask them to look through the lens of fresh eyes at safety, etc.