SEW IFMA FM Roundtable Meeting Notes:  May 9, 2017

- Having a Road Map- Where am I going?
- Progression opportunities- change may be healthy
- Who is coming up behind us? – be more aware-who to tap
- Create a role around –what do you like to do (stay interior)
- C-suite- recognition of reality
- Swap days- owners in field-experience- shadowing
- Develop Relationships
- Look at getting back to “fun stuff”-stepping aside
- Relationship key
- Documentation key
- Cross training
- Hire back-temp help- bring back knowledge
- Making it safe to share-what is our value afterward?
- Make as a part of change
- All in this together-attitude
- How to backfill-fill to pipeline
  a. Facilitthon-Madison
  b. Culture change-technology change= prioritize
  c. Core business-good progress not so far behind scenes
  d. Churn rate-HR –apprentice
  e. Recruit/retaining-1. Create own path 2. bridge-facilities and core business
- Tools and methods
  a. Incorporated into meetings-strategic plan
  b. Eliminate hierarchy-corner office
  c. More engaged with decision makers
  d. Inclusiveness-share knowledge and autonomy
  e. Remove levels-decision making
  f. Work life balance-show your valued healthy
  g. Company loyalty to MC
  h. Mentoring is going to be kay
- Back filling
  a. List check off up to date-current
  b. Hiring practices
  c. Multi disc
  d. Where to find people-target
  e. Process how to keep
  f. Mentoring
- Corporate attention-(traction) 3-5 years
- Plan-start at top –certain level
- Change-understanding-why-more accepting
- First group-baby boomers