

American Wire Producers Association

Operations Managers MEETING



Blending a Multigenerational Workforce

September 28-29, 2016 / Sheraton Charlotte Airport Hotel

Host Tour: HSM Wire Technology – Hickory Springs Plant



AWPA
American Wire Producers Association

Introduction

Each year at the Operations Managers Meeting, Operations personnel from around the country get together to find solutions to the challenges presented by today's manufacturing environment. For a number of years, the top issues facing manufacturing and wire producers, specifically, center on the personnel changes facing the manufacturing workforce. Baby boomers retiring! Millennials – what do they want! These are just some of the issues Operations Managers have been talking about.



AWPA will address these issues with a 2-day workshop that will provide Plant Managers and Human Resource professionals with tools to address some of your greatest workforce challenges, including Recruitment, Performance, Retention and Succession Planning.

The Operations Managers Meeting will begin on Wednesday morning with registration and committee meetings. Wednesday afternoon, the first part of the workshop will take place during the General Session, followed by a reception and dinner at the hotel. Thursday's schedule includes a second General Session with breakfast, to conclude the workshop. After the workshop, participants will tour the Hickory Springs facility of HSM Wire Technology. We will have you back to the hotel by 2 pm, with a stop at the Charlotte Airport for those with afternoon flights. You are asked not to book flights before 3 pm.

Plant Tour

HSM Wire Technology, a division of Hickory Springs Manufacturing Company, started drawing wire in the early 1970s after purchasing several Vaughn machines from the former Bethlehem Steel Sparrows Point, MD plant. Initially, the wire produced was used solely to supply raw material to Hickory Springs bedding and furniture spring manufacturing facilities. HSM Wire Technology still supplies these internal plants but the majority of the wire produced is sold to a wide variety of customers and markets throughout the United States. Low carbon to high carbon grades, zinc phos music and induction tempered wire make up the product offering of HSM Wire Technology. The operation has grown into one of the largest high carbon wire operations in the United States with a diverse product base. The addition of induction tempering capacity in a new facility in Phoenix, AZ in early 2016 is a statement of not only commitment to continue growing HSM Wire Technology's footprint in the wire business but to do so with the most modern technology offered today.

All attendees are required to take the bus if they would like to participate in the tour. Private cars are not allowed – no exceptions please.



General Session Program

This two-day workshop has been designed specifically for wire and wire rod mill Plant Managers and Human Resource (HR) Professionals. All Plant Managers are encouraged to attend with an HR professional responsible for your facility.

Creating an Actionable Roadmap to Engage your Multigenerational Workforce

With three generations in today's workforce exhibiting diverse – and often conflicting – cultural values and expectations, there are operational and HR factors to consider in your recruitment, retention and succession planning strategies. With long-tenured Boomers about to retire, in large numbers; and Millennials with radically different values quickly seeking greener pastures; it is critical to identify strategies to engage every generation to avoid costly turnover and a disengaged workforce.

Generational issues around workplace loyalty, intergenerational communication, performance management and work-life balance are just some of the challenges that can derail the culture of your manufacturing plant. In this hands-on workshop, we'll be examining both the causes of generational conflicts, and practical strategies you can implement to create a culture where employees want to work at your company...and stay.

Topics that we'll be exploring include:

1. Creating a diverse recruitment pipeline to identify highly motivated Millennials with long-term engagement potential.
2. Developing intergenerational retention and engagement strategies to help long-term employees and newer recruits appreciate each other's differences.
3. Identifying a succession planning roadmap to groom high potential employees while transferring knowledge from your retiring workforce.

This highly interactive workshop will be facilitated by Shira Harrington, Chief Engagement Officer of Purposeful Hire, Inc. Shira presented an overview of these topics at the February Annual Meeting, which made your chief executives aware of the imperative to create an intergenerational culture. Shira is passionate about helping employers integrate the needs of Boomers, Generation Xers and Millennials to create a vibrant workforce where generational and age diversity are respected and valued.

Her research findings will provide you with practical tools that you can use to create an actionable workforce planning roadmap. Throughout the 2 days, you'll have an opportunity to partner with your colleagues and hear best practices from other HR and Plant managers and their efforts to engage a multigenerational workforce. Get ready to roll up your sleeves for this high impact session!

The AWPA is committed to providing a program full of practical advice which Operations Managers can use to add value to plant performance and improve the bottom line of their company. We hope you will join us!

Register online at www.awpa.org

Meeting Registration

The registration fee covers all business and social functions of the meeting, including the plant tour. All Plant Managers are encouraged to attend with an Human Resources (HR) professional responsible for your facility.

Fees & Dates

| EARLY BIRD REGISTRATION On or Before Monday, September 12, 2016 | | LATE REGISTRATION After Monday, September 12, 2016 | |
|---|---|--|---|
| Plant Managers & Other Operations Professionals | Plant Managers & Human Resource Professionals | Plant Managers & Other Operations Professionals | Plant Managers & Human Resource Professionals |
| \$340 | \$315 | \$390 | \$365 |

Spouse/Companion Dinner Fee \$75
(Registration is complimentary)

Registration is available online at www.awpa.org.

To register for the conference you will need to login with your email address and your personal password. If you have not been to the AWPA website recently, your login is the email address to which we sent these materials, and you will need to use the link to “Obtain Password” on the log-in page. Upon login, you will be asked to personalize your password for future use. If you have forgotten your password, click on ‘Obtain Password’ or email AWPA at info@awpa.org for assistance. If you have attended an AWPA meeting, or received this information from AWPA by email, you already have a record in the database. **Please do not create a new record.** If you have trouble accessing your record, please call 703.299.4434 for assistance.

Registration Cancellations

Meeting registrations cancelled in writing by 5 pm, Monday, September 12, 2016 are entitled to a full refund. Cancellations after September 12th are non-refundable.





Sheraton Charlotte Airport Hotel
3315 Scott Futrell Dr., Charlotte, NC, 28208
Phone: 704-392-1200

Hotel Information

The Group Rate of \$129/ night, plus applicable state and local taxes, currently 15.25%, will be available until 5:00 pm Eastern, September 6, 2016, or until the room block is full. Once the Room Block is full, the group rate cannot be guaranteed. The Group Rate will be available 3 days prior and 3 days after September 26-29, subject to availability of guest rooms, at the time of reservation.

Reservations are your own responsibility and may be made online at AWPAs 2016 Operations Managers Meeting Reservations or by calling 800-325-3535 and identifying yourself as an AWPAs meeting attendee. Use this link:

www.starwoodmeeting.com/events/start.action?id=1607150737&key=172968DF

Complimentary Hotel Airport Shuttle

- Hotel is 5 minutes to/from the Airport
- Pick up is 24 hours, Upon Request, call the hotel at 704-392-1200
- Return from the Hotel is every 30 minutes
- Hotel shuttle pick-up is located at the ground transportation area outside the baggage claim

Hotel Cancellations

Hotel reservations must be cancelled by 6 pm, 3 days before your scheduled arrival, to avoid penalty. Any cancellations made after this time may incur charges for one night's room and tax.



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Thank you to Our Sponsors

AWPA Thanks these Supplier member companies for their generous support, which helps to make this meeting possible.

Reception

Sponsored by



Plant Tour Day Lunch

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Plant Tour Buses

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MFL GROUP

Dinner

Sponsored in part by



Precision Machinery for Wire, Tube and Formed Parts

Interested in AWPA Membership?

Join us in Charlotte and check us out! Operation Managers from companies that are eligible for membership are welcome to attend one Operations Managers Meeting, representing a potential member company. Suppliers to the ferrous wire industry are also welcome as potential members. Membership eligibility requirements can be found on the AWPA website. Visit the JOIN section of the website for more information. Experience all the benefits of AWPA membership first hand.



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Join Today at www.awpa.org

Preliminary Schedule of Events

Wednesday, September 28, 2016

9:00 am - 1:00 pm

Operations Steering Committee Meeting & Lunch

10:30 am - 1:00 pm

Environmental Affairs & Safety Subcommittee Meeting & Lunch

1:00 pm - 6:30 pm

General Session Workshop

6:30 pm - 9:00 pm

Reception & Dinner

Thursday, September 29, 2016

7:30 am - 10:00 am

General Session Workshop with Breakfast

10:30 am - 2:00 pm

Plant Tour of HSM Wire Technology – Hickory Springs

Schedule is subject to change

Please check the AWPA website for updates and a current list of attendees @ www.awpa.org.

