



# BEARING SPECIALISTS ASSOCIATION

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## **HR FORUM SCHEDULE**

**Bearing Industry R&R: Recruitment and Retention**

**Grand Hyatt Tampa Bay, 2900 Bayport Dr., Tampa Bay, FL**

### **Monday, January 26, 2015**

1:00 pm - 2:00 pm

**Registration**

2:00 pm –2:15 pm

**Welcome:** Presented by the Chairman of HR Forum Task Force: Linda Miller, BSA Past President, Vice President of Human Resources/Information Systems, Bearings & Drives, Inc.

2:15 pm – 3:30 pm

**Retention: Millennial Integration into Supply Chain Culture**

Presented by Todd Hamlin, President Bearings and PT & Senior V.P. Service Centers, DXP Enterprises

As society continues to embrace and consistently demand drastic change, it is Millennials (Generation Y) who are most poised to lead tomorrow's successful businesses. By 2029, Millennials may not be prominently in the C-Suites, but they will definitely be in middle management – because they will be 75% of the workforce! How will their presence in the management ranks affect the stability of tomorrow's supply chain companies in coordination with senior executives who will be from the Generation X and Baby Boomer segments? Todd Hamlin will present best practices on how to adapt some aspects of a wholesale distribution company to address the needs of the Millennial generation as they continue to enter the workforce while balancing the culture needs of the Generation X and Baby Boomer generations.

**Retention:** [Hire to Retire Case Study: Retaining Personnel](#)

Presented by Matt Bertman, Director of Leadership and Organizational Development, Amerisure

Do you worry what will happen if you lose one of your key leaders? Are you responsible for succession planning and are wondering where to start or how to overcome a roadblock? Join Matt Bertman, Director of Leadership and Organizational Development at Amerisure, as he walks through the basics of succession planning and what he learned from implementing a robust process at Amerisure. He will describe what succession planning is and why HR professionals should be focused on succession planning. Matt will also share essential elements necessary for a successful succession planning program.

3:30 pm – 3:45 pm

**Refreshment Break**

3:45 pm – 5:00 pm

**Retention: Demonstration of On Boarding Technology**

Presented by Kristina McLaughlin, Regional Director-Southeast, SilkRoad Technology

Statistics show that one in six new hires will leave in the first six months of employment. It is critical for employees to have an effective onboarding experience to reduce turnover and increase commitment, job satisfaction and productivity. This session will describe how technology and web-based systems can help streamline onboarding processes by centralizing data automating tasks, and reducing administrative time and costs. Learn how to increase new hires' engagement level before they even start working! This presentation will include a thirty minute product demonstration, learn how SilkRoad Technology has helped Motion Industries, Inc. and a question and answer session at the end.

**Retention: On Boarding New People**

Presented by Billy Hamilton, Vice President of HR, Motion Industries, Inc.

This presentation will detail how SilkRoad Technology has helped Motion Industries, Inc. followed by a question and answer session.

6:30 pm

**Joint BSA Dinner/Reception with BSA Committee Members**

**Tuesday, January 27, 2015**

9:00 am – 10:30 am

**Recruitment: Bearing Industry Personnel Recruitment Presentations by Placement Experts**

Technical School Representative: Lori Trahan, PhD, Associate Director, Kennesaw State University

Four Year College Representative: Susan Hychka, Senior Career Services Consultant, Purdue University

Military Representative: Dan Young, Regional Manager/Partner, Orion International

10:30 am – 10:45 am

**Refreshment Break**

10:45 am – 11:15 am

**Recruitment: Bearing Industry Personnel Recruitment Question and Answer Session**

Technical School Representative: Lori Trahan, PhD, Associate Director, Kennesaw State University

Four Year College Representative: Susan Hychka, Senior Career Services Consultant, Purdue University

Military Representative: Dan Young, Regional Manager/Partner, Orion International

11:30 am – 1:00 pm

**LUNCHEON and Presentation on BSA Programs, Services, and their value to HR Personnel**

1:15 pm – 3:00 pm

**HR Best Practices for Retaining Bearing Industry Personnel: Panel Discussion**

Moderator: Linda Miller, BSA Past President, Vice President of Human Resources/Information Systems, Bearings & Drives, Inc.

Panelists: John Masek, Vice President, Bearing Service, Inc., Bob Patyk, SPHA, Director of Human Resources, BDI