

PRACTICAL TIPS TO RETAINING TALENT

BROUGHT TO YOU BY:



Manufacturers Alliance
Providing Training & Education Peer to Peer

GUEST SPEAKER



Scott Bliss, VP of Operations
Innovize

- ✓ Top 10 list
- ✓ Feeling valued & engaged
- ✓ Hiring practices & Recognition

Associate Retention



Associate Retention – The Top Ten List

1. Benevolent Leaders
2. Link Personal Purpose to Innovize Purpose
3. Feeling Valued = Engaged
4. Hiring Practices
5. Developmental Opportunities
6. Advisor Training
7. Recognition
8. Equal Profit Sharing
9. Giving Back
10. Finding Joy in our Work



Benevolent Leader

“Purpose Over Profits!”



CEO/Owner John Ledy
“Head Coach”

Creating a Culture & Products that Improve People's Lives

PURPOSE

Creating a culture and products that improve people's lives.

FUTURE VISION

VISION

Meaningful associate experiences;
Extraordinary customer experiences

Meaningful Associate Experiences
Extraordinary Customer Experiences

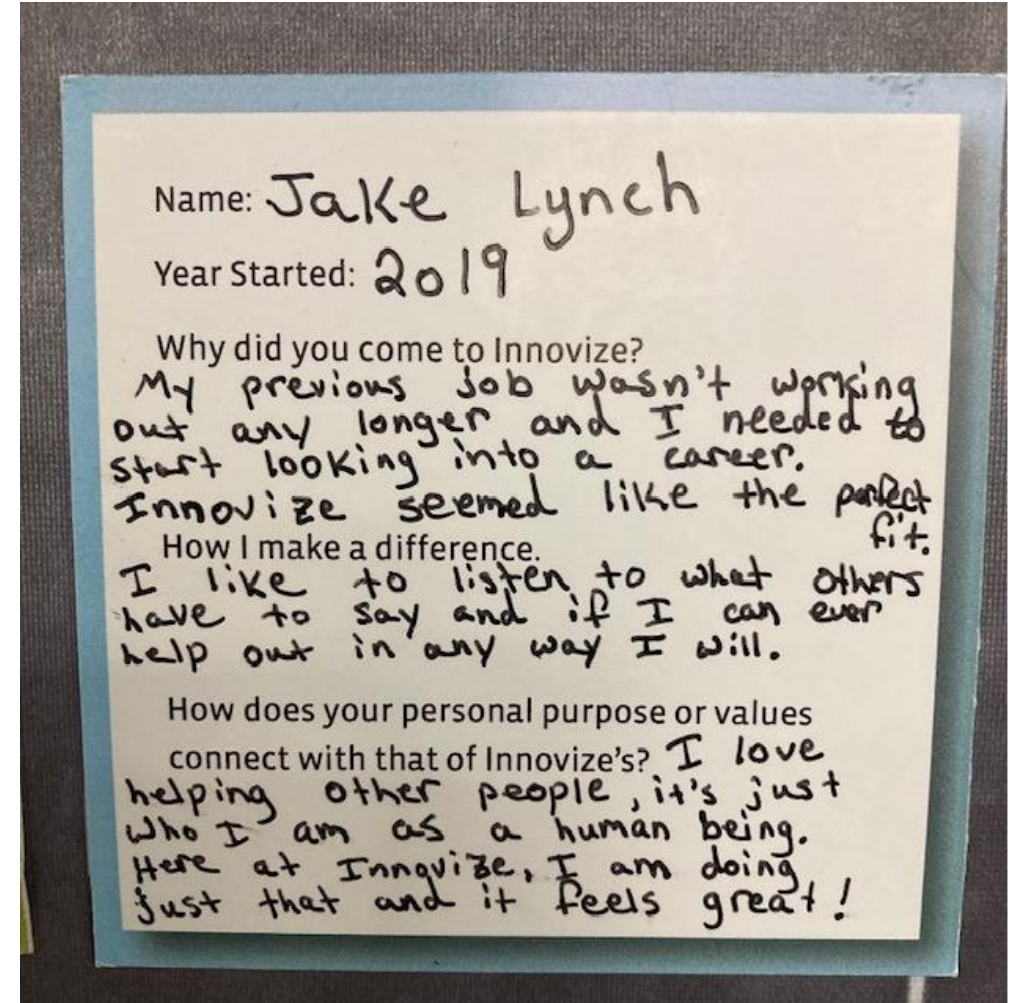
2021
Ascending
Together

VALUES Service, Innovation, People Who Care

Our Innovize Journey

Associate Purpose

200,000,000 People Positively Impacted Each Year!!!

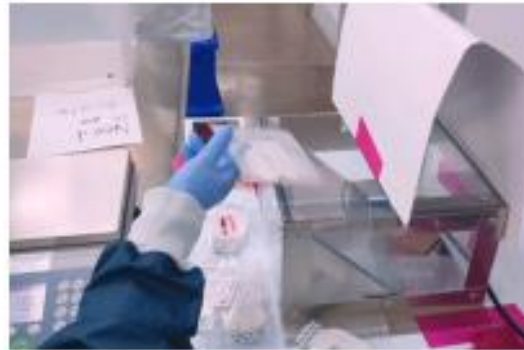


Feeling Valued = Engagement

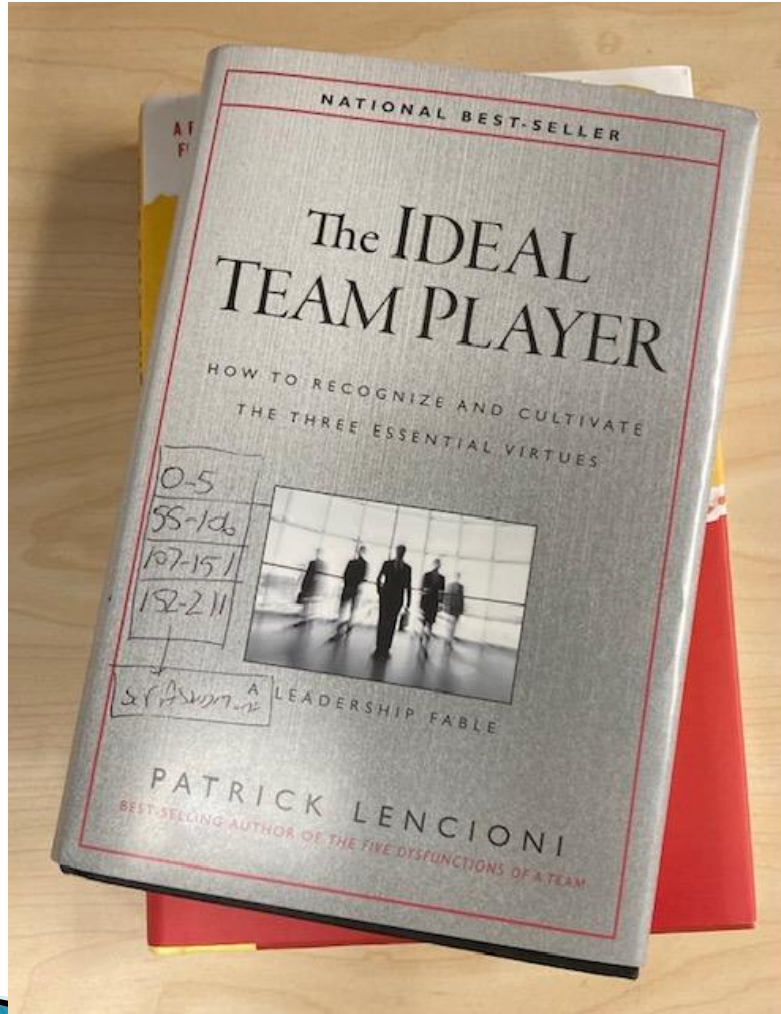
Continuous Improvement Highlight

*Glucose Sensor Patch and Count **Inline***

- Weekend Team lead by Tammi Satak piloted an idea built on Choua's light curtain counting system
- Day and Night Team's optimized idea
- We will save ~ \$300,000 next 12 months!!!



Hiring Practice



**HUNGRY
HUMBLE
SMART (AWARE)**

**\$2,000 First Six Month
Resignation Offer**

Development Opportunities



- ESL
- State Sponsored Apprenticeships
- Lean Practitioner Certification
- Six Sigma Green Belt Certification
- Advanced Lean Practitioner Certification
- Advisory Certification
- APICS Certification
- Scrum Master Certification
- 50% Tuition Reimbursement
- Team Lead Role
- Operator to Mfg Engineer Program

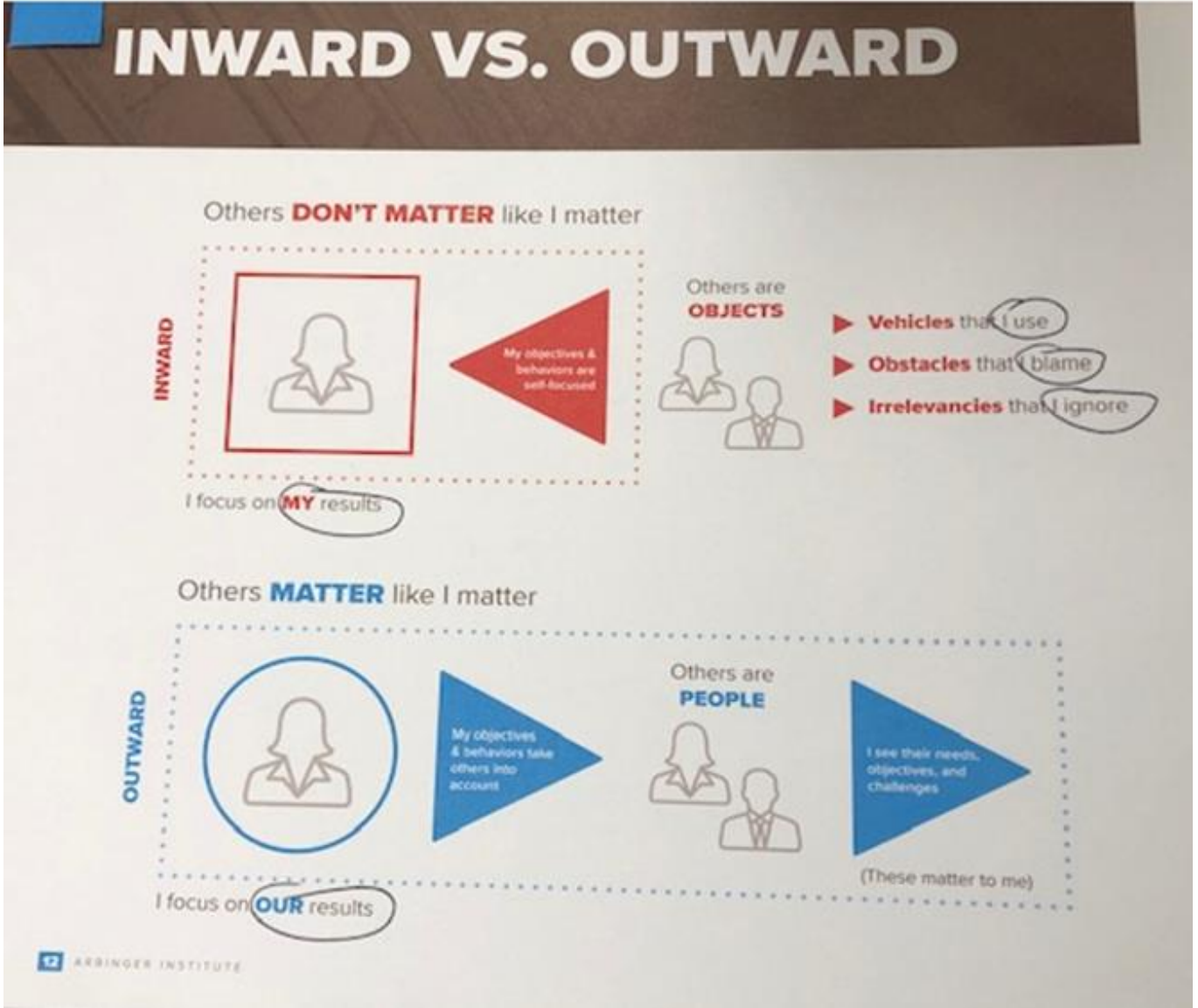
50%

Advisor Training

THE OUTWARD MINDSET
seeing beyond ourselves

HOW TO CHANGE LIVES & TRANSFORM ORGANIZATIONS

The Arbinger Institute




Diane Nettifee, **Chief Culture Officer Innovize**
President, Magis Ventures



- 30+ years experience in business leadership integrating Values, purpose, Strategy and team optimization
- Innovize key culture and strategy development partner since 2003
- Founded and president of Magis Ventures since 2007 working with manufacturing, healthcare and service industries
- Professor in the master of Arts in Organizational leadership St Catherine University

creating 'the more'



Success that is:

- More** than can be measured by a single bottom line.
- More** aligned with your deeply held values.
- More** connected to a greater good.
- More** meaningful and fulfilling work.

Associate to Associate Recognition

The screenshot shows the 'give a WOW' platform interface. At the top, there is a navigation bar with the logo and links for Home, My Wall, My Awards, Directory, and a user profile for Scott. A search icon and a notification bell with '68' are also present. Below the navigation bar, there are two recognition posts. The first post is from Brenda Simon recognizing Ta Thao for 'Living our Values'. The post text reads: 'Ta, Just want to say WOW !! We have a rework job for I-Mark... There cert can be a big job... was worried about how we were going to keep track of the rolls and qtys of the reworked rollsThis morning I was given the job..a piece of paper with the roll number and qtys the information I need for the cert. You are the best... Thanks !!!'. It has 4 applauses and a certificate icon, and was posted 8 days ago. A comment from Ta Thao asks 'Way to go Ta!!! Where is the Team Lead submission???' and has a 'Remove Comment' button. The second post is from Ta Thao and 5 other users approving a WOW! Award. The text reads: 'I want to thank the everyone who worked on the Bepak rewind inspection. This job required a ton of time and attention to detail. The tooling for this part did not punch out all of the slugs in the electrodes and required punching out and removing all the slugs one by one. All of the rewinders did a fantastic job ensuring that all the parts passed the rewind inspection. Thank You!'. It has 9 applauses and a certificate icon, and was posted 16 days ago.

give a WOW

Home My Wall My Awards Directory Scott 68 ?

Ta Thao received recognition from Brenda Simon for Living our Values

Ta,
Just want to say WOW !!
We have a rework job for I-Mark...
There cert can be a big job... was worried about how we were going to keep track of the rolls and qtys of the reworked rollsThis morning I was given the job..a piece of paper with the roll number and qtys the information I need for the cert. You are the best...
Thanks !!!

Applaud (4) Certificate 8 days ago

You and 3 other users applauded

You commented:
Way to go Ta!!! Where is the Team Lead submission???

Remove Comment

Comment..

Ta Thao and 5 other users is approved for a WOW! Award !

I want to thank the everyone who worked on the Bepak rewind inspection. This job required a ton of time and attention to detail. The tooling for this part did not punch out all of the slugs in the electrodes and required punching out and removing all the slugs one by one. All of the rewinders did a fantastic job ensuring that all the parts passed the rewind inspection. Thank You!

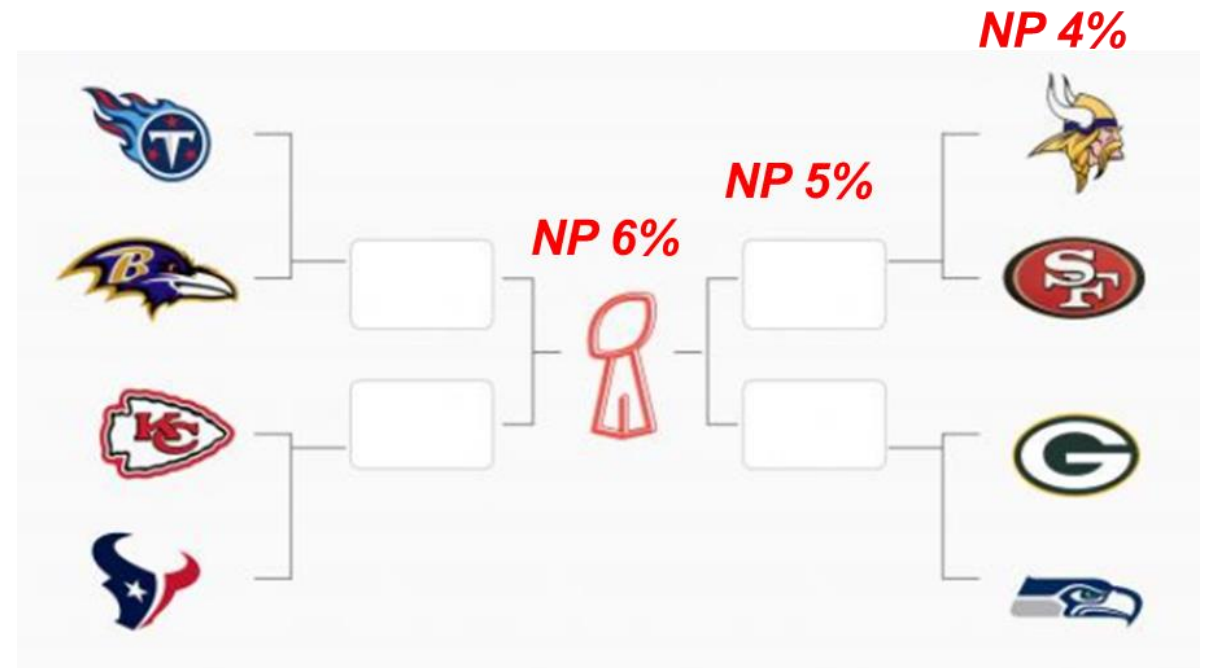
Applaud (9) Certificate 16 days ago

You and 8 other users applauded

Terryberry:

- 4,100 recognitions/year
- \$160,000 in gifts
- 100% associates recognized quarterly

Equal Profit Sharing



Giving Back

Innovize's Relationship with University of Minnesota Masonic Children's Hospital



- Began our partnership in 2014
- Our partnership aligns with our values **Leaving a Legacy** and **People Who Care** and our Culture of **Creating a Culture and Products that Improve People's Lives**
- Our associates fully funded the PICU Innovize Room at the end of 2019
- Current goal to fund Dave Lee's Backyard Patio and on-going research projects by:
 - Funding Art Therapy program and assembling Kits and blankets
 - Innovize Chip in for Kids Golf Tournament
 - Innovize Heart & Sole 3K and 5K Run and Walk
 - Funding and Volunteer Staffing Movie nights, Gopher tailgating and other events for kids at the hospital



Finding Joy in our Work!!!



Innovize

1,016 followers

22h • Edited • 🌐



When the rules don't apply, and you get to park like a BOSS - Park Like You Own It Day 2021.

Check out all the fun we had: <https://lnkd.in/euagaXaZ>

[#innovize](#) [#companyculture](#)



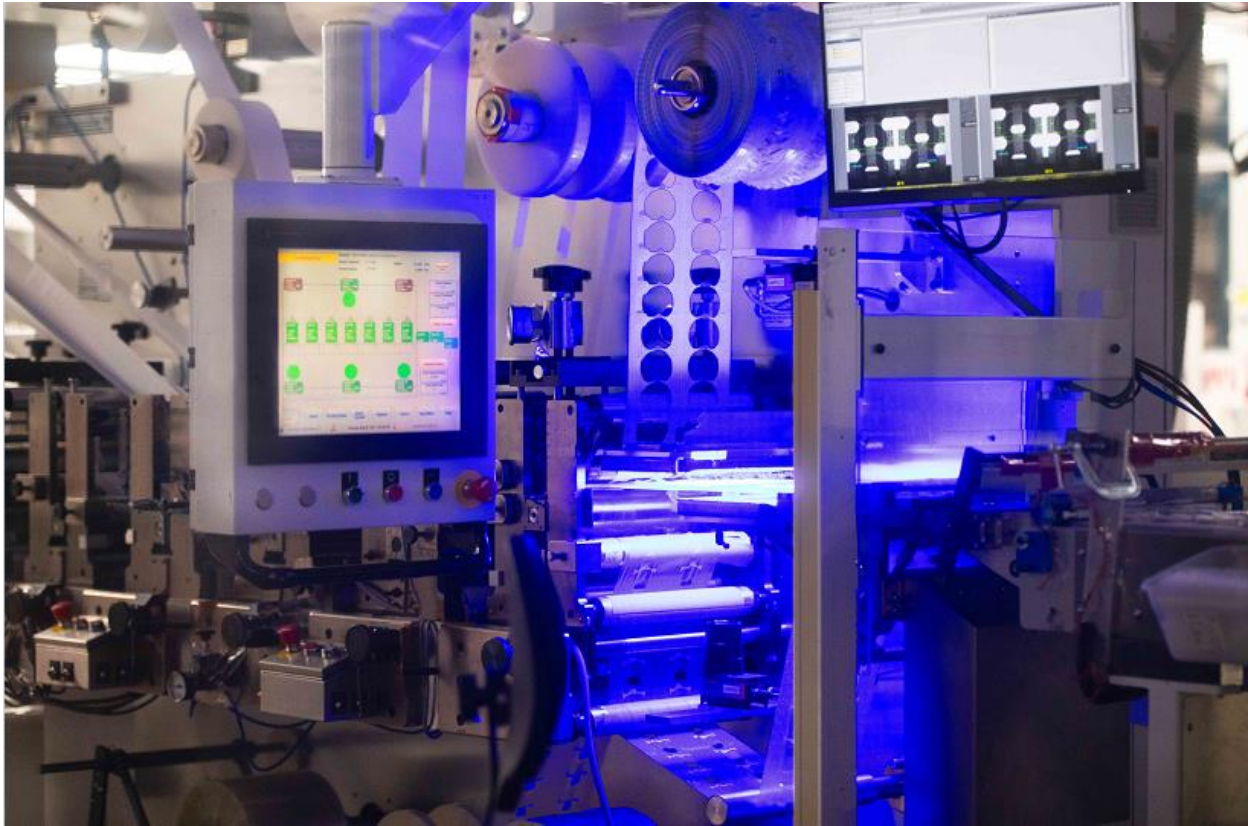
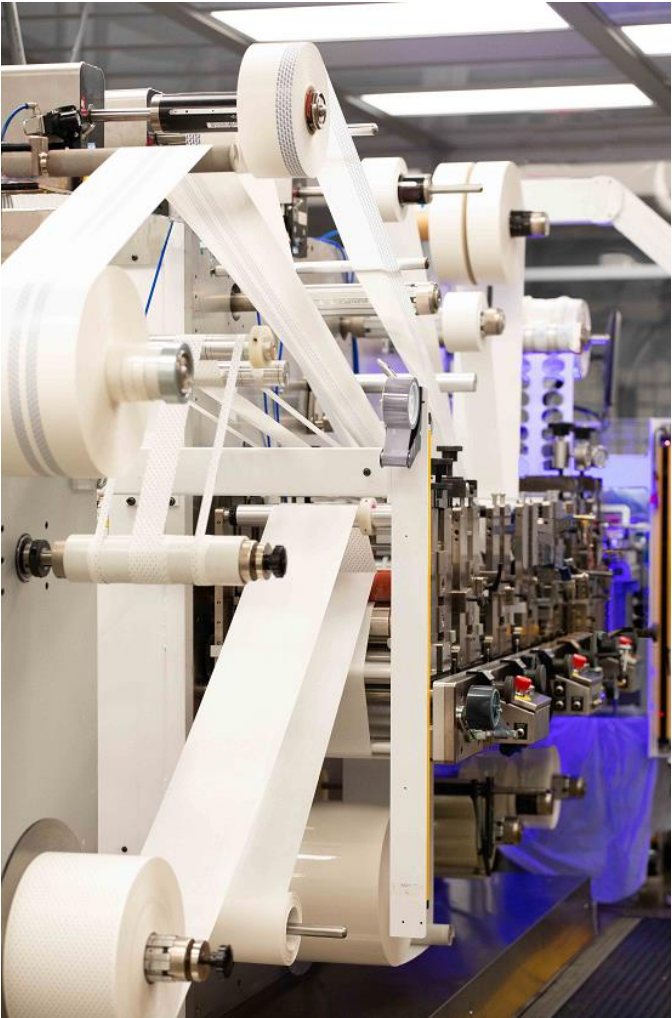
Park Like You Own It 2021

Result!!!



We are professionals!
We are family!

THANK YOU!



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