

PEMA® 2022 FALL MEETING
Brown Hotel ♦ Louisville, Kentucky
September 12-13, 2022
As of 7/19/22



MONDAY • SEPTEMBER 12, 2022

10:00 a.m. – 11:30 a.m. **Board of Directors Meeting**
Louis XVI Suite

12:45 p.m. – 2:00 p.m. **Registration**
Crystal Ballroom foyer

1:30 p.m. – 2:45 p.m. **This is Day One: Creating Cultures of Leadership**
Crystal Ballroom *Drew Dudley, Day One Leadership*

Employees don't leave jobs. They leave managers and toxic cultures. In this practical and provocative keynote, *Wall Street Journal* Bestselling Author Drew Dudley will show you what it takes to build the type of culture—and act as the type of leader—that will bring out the highest levels of pride, productivity, and retention in your teams.

Reframing leadership as a daily choice rather than a set of titles or accolades gained over time, Drew shows that treating each day as if it is “Day One” of your leadership journey results in a stronger daily commitment to acting on your core personal and organizational values.

2:45 p.m. – 3:00 p.m. **Break**

3:00 p.m. – 4:30 p.m. **Hiring and Retaining Employees in this Crazy Economy**
Crystal Ballroom *Don Phin, Esq., DonPhin.com*

The economy is rapidly growing but employers are faced with the consequences of the Great Quit, demand for higher wages, and flexibility. Employers are facing a significant labor shortage, magnifying the consequences of employee turnover. While most companies have a healthy top-of-the-line post-pandemic, their growth is severely limited by the ability to obtain and retain talent. Without the ability to grow, added pressures are placed on existing employees, exacerbating the retention problem. Don has delivered this presentation to dozens of CEO and HR groups in the past few months.

Don will discuss:

- How to attract great employees.
- Referral programs that work.
- The Entrance Interview.
- The onboarding experience.
- Compensation challenges.
- 60-Day New Employee Survey.
- How to calculate the true costs of employee turnover.
- How to spend money wisely when trying to engage & retain employees.
- How software programs can help.
- And much more...

PEMA members will receive the report *Hiring and Retaining Employees in this Crazy Economy*. As well as the *Employee Entrance Interview*, *60 Day New Employee Survey*, *Turnover Cost Calculator (excel)*, and *Retention Program Possibilities (excel)*.

4:30 p.m. – 4:45 p.m.	Break
4:45 p.m. – 5:15 p.m. <i>Crystal Ballroom</i>	KSU-Bulk Solids Innovation Center <i>Todd Smith, Business & Strategy Manager</i> <i>Kevin Solofra, Laboratory Manager</i>
5:15 p.m. – 5:30 p.m. <i>Crystal Ballroom</i>	Informa Markets Update
5:30 p.m. – 6:00 p.m. <i>Crystal Ballroom</i>	PEMA Business Meeting <i>PEMA President Birte Mathis presiding</i>
6:15 p.m. – 7:15 p.m. <i>Bluegrass foyer</i>	Networking Reception, sponsored by Informa Markets
7:15 p.m. – 9:00 p.m. <i>Bluegrass Room</i>	Dinner

TUESDAY • SEPTEMBER 13, 2022

7:45 a.m. – 8:45 a.m.
Broadway A, B, & C
Secretariat A & B

Breakfast Roundtables

Onboarding & Retention, 2022 and Beyond: Do you have onboarding methods you've successfully used? How does your company communicate with employees to help onboarding and retention? What are the steps you take onboarding new employees? Office/professional versus shop/skilled workers - are the tools the same for both? Are you adjusting benefits or pay outside normal cycles? Has work-from-home changed your practices? What challenges have you had with bringing on new remote workers?

Employee Evaluations/Performance Appraisals: How do you train the evaluators? Are you using software as part of the pre and post evaluation process? How often are there interactions/reviews? Are there different processes for office versus shop personnel? Do employees evaluate their supervisor's performance? Does your performance measurement system connect with your company core values?

Mentoring & Career: What is really meant by "mentor?" What is the purpose and best practices of mentoring programs? Does your company have a formal, written program? How do you measure if the mentoring is effective? What is the best career advice you've ever given? What is the best career advice you've received?

Phased Retirement & Succession Planning: Has your company used phased or gradual retirement for key employees; those with critical skills, tribal knowledge, or strategic transition relevance? Is it formal or case-by-case? Who in the organization evaluates the need? Is it for just executive level employees or others? How far out in time do you need to plan? Who does this and how is it done?

9:00 a.m. – 10:30 a.m.
Crystal Ballroom

Prospering Through the Changes in 2023

Lauren Saidel-Baker, Economist, ITR Economics

2022 is winding down as we prepare for the challenges and ongoing uncertainties of 2023. The decelerating rate of rise that characterized many industries and businesses in 2022 will linger into the first half of 2023 for many. Lauren will present business strategies and tactics that address the projected changes in the economic landscape. She will also:

- Assess business demand for 2023 and into 2024.
- Analyze the labor market and present expectations for availability and labor costs.
- Present a clear picture of inflation and interest rates.
- Discuss lingering supply chain issues and ongoing pricing concerns.

- Look at ITR's key leading indicators and what they foretell for your markets.
- Present relevant market outlooks and discuss issues that impact your profitability via resource allocation, budgets, expectations, and strategic planning.
- Determine the potential impact of a shift in government from the midterm elections as well as the potential consequences of massive government programs.
- Assess the health of financial market trends and their impact, if any, on the forecasts.

10:30 a.m. – 10:45 a.m.

Break/Hotel Check-out

10:45 a.m. – 11:45 a.m.

Crystal Ballroom

Mastering the Emotional Energy of Great Leadership

Don Phin, Esq., DonPhin.com

Today's books on "emotional intelligence" fail to address half of the problem...how we feel about people and things. If you or somebody else is engaging in nonsense, no thinking, logic, or intelligence is going to solve it. Because that's not what created it!

The 40||40 Solution is your unique guide to Mastering Emotional Energy! It is the solution to ending painful and destructive dramas, whether in the boardroom, coaching session, sales meeting, at home, or in conversations with yourself. Unlike most emotional intelligence books that focus on thinking your way through emotional problems, this book helps you learn how to feel your way through them. So you can feel good about yourself afterward.

When you learn The 40||40 Solution, you will be able to slay dragons, conquer fears, be a leader, sell more, share success, and be happy, all without having to self-sacrifice, exhaust yourself, or be out of balance. It's your guide and path to becoming a true hero!

PEMA members will receive a PDF copy of *The 40/40 Solution* book.

11:45 a.m. – 12:00 p.m.

Wrap-up/Adjourn

Save the Dates:

PEMA 2023 Annual Meeting, February 15-18, 2023, Tucson, Arizona

PEMA 2023 Spring Meeting, April 27-28, 2023, Rosemont, Illinois

**Please See Next Page
for the
September 13 Optional Lunch & Learn Session
Is Your Company Prepared to Defend Against a Product Liability Suit?
Product Liability Prevention & Defense Group Overview**

PEMA® 2022 FALL MEETING
Brown Hotel ♦ Louisville, Kentucky
September 13, 2022
Optional Lunch & Learn Session



TUESDAY • SEPTEMBER 13, 2022

12:30 p.m. – 3:30 p.m.

Secretariat A & B

Is Your Company Prepared to Defend Against a Product Liability Suit?
Product Liability Prevention & Defense Group (PLP&D) Overview

Matt Jacobson, Partner, Whitfield & Eddy, PLC

Your company was just served with a Summons and Complaint in which your company is a named defendant in a product liability lawsuit. What is your initial reaction? Are you confident that you've implemented best practices, can demonstrate coherent design designs and point to enforceable, liability limiting terms and conditions? Or are you nervous that procedures may have been overlooked, practices may have become sloppy and safety taken a back seat to maximizing revenue? Are you familiar with plaintiff's lawyers' latest tactics – such as the Reptile theory and anchoring? Do you feel confident that the outside lawyer hired by your insurance company can adequately prepare your Chief Engineer for a deposition?

The Product Liability Prevention and Defense Group consists of similarly situated industry members and meets twice a year for day and one-half workshops. The workshops are designed to keep product liability prevention practices at the forefront of your company's practices with an eye toward preventing product related liabilities. Arising from such efforts are the foundation of an effective and compelling defense should you find yourself named in a Summons and Complaint. This presentation will be facilitated by Matt Jacobson, a product liability defense attorney. He will discuss some disturbing trends in product liability litigation and explore some of the latest tactics employed by opposing counsel as they seek exorbitant verdicts. Matt will also facilitate a discussion with a panel of fellow PEMA members who will share their experiences in which lessons learned and strategies discussed at PLP&D paid "real life" dividends. Finally, Matt will provide a presentation of product liability content that PLP&D members typically receive at the workshops.

3:30 p.m.

Adjourn