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INTERNATIONAL ASSOCIATION
OF OPERATIVE MILLERS

JIFFY *mixes*

Individual Growth Strategies

- IGS was an educational process and set of tools intended to assist experienced employees to take more responsibility and accountability for their development.
 - Experienced internal leaders facilitated the program with external subject matter experts.
 - Activities promoted self-assessment, networking opportunities, and exploration of career management strategies to promote personal and professional development.



Managing Generational Differences

- Reviewed the generational composition of the workforce and discussed the impact on future recruiting, retention and employee development.
- Discussed the different contributions that each generation brings into the organization and how to maximize these contributions to make work groups more cohesive.
- Created best practices that were utilized to attract and retain employees from multiple generations.



Mentoring: Investing In Others

- Experienced leaders were assigned to serve as a mentor for a protégé.
- All participants attended a mandatory mentoring kick-off training session where we explained the mentoring process, roles and responsibilities and each partnership completed a mentoring plan.



Personal History Sharing



- Experienced leaders connected with newly promoted managers during a leadership development program.
- It was an informal opportunity for the group to learn more about the senior leader and their leadership development journey.



Current Experience



Universal Training Manual

- Experienced employees are developing departmental training manuals for each position to ensure we are consistent in how we teach and evaluate our new employees.



Exploring Personal Development

- Interactive developmental needs assessment
- Employees identified:
 - What motivates them
 - What they want to learn about themselves
 - Other areas of learning they are interested in exploring in the future



Individual Coaching Sessions



- Identify strengths and weaknesses
- Explore interests
- Investigate learning opportunities for growth and development
- Develop individual learning plans