



Management Advisory Committee Meeting Minutes
November 8, 2017

Members in attendance: Jon Hunke, Steve Davis, Becky Haakenson, Margie Zalk Enerson, James Kaiser, Kevin Cavanagh, Jeanne Masseth, Shirley Wilson

Advisory members were welcomed and thanked for their support and lunch was enjoyed.

A discussion of the budget effects, concerns and future outlook was discussed. Obviously no solutions were brought forward but there was a good discussion regarding the basic economic outlook (not positive).

A brief review of the recent change in the program switching out Sales Management for Geographic Information Systems. This is the first system where multiple students are taking the GIS class and so far results are mixed. We will continue to question students on how they are finding the class and encourage those that are not yet seeing the benefits to wait until the semester is over to see the entire picture. Others are already seeing potential uses.

When discussing current employment opportunities and current trends in business a great conversation on the need for new employees, in all areas, to be more tech savvy. In construction industries knowing GIS, AutoCAD and other programs where the skills can be transferred to unique industry specific programs will put that applicant ahead of others.

For the younger employees it is vital that they develop critical thinking skills and analytical skills. Does this make sense? How can we do this differently? Must understand the technical side, even more important than the people side, although that is significant in other areas. A lack of qualified blue collar workers. Seems to be problems with younger employees being able to take direction from the team. Too much solo effort. They need to take ownership of their work but be open to the give and take required from a team.

Important for our students to be able to sell themselves. Work on preparing a great resume, being prepared for the business they interview with, and also practice job interviewing. Need to be comfortable talking with people and in front of people. Need to skills to be able to run a meeting. How do you make each person feel significant and make sure they all contribute? How to keep the meeting running forward and not get bogged down with the ramblings of one person? Time management is important. Must be an active listener. You don't have to be a boss to be a leader.

More jobs are being done from remote locations. You need to be a focused individual and have great communication skills since you don't have the in person time.

Other jobs are becoming more computerized and robotic. Human element still needed to fix the problem.

Some people had received, or knew people who had received, training in basic skills such as proper dining etiquette, how to dress for success – wearing wool coats, leather soled shoes, types of dress shirts/ties to wear – as part of their orientation with companies. Should this be something that incorporate in our classes?

Discussion on how to prepare for job interviews included the idea of running speed mock interviews. Have 4 minute interviews followed by 2 minutes of feedback. Finding out about the company you interview with. In this day and age there is no excuse for not being familiar with a company that you go to an interview. Be sure to network. Attend job fairs and approach the people. Make sure that you are applying for jobs that match your skill sets. Be sure that your resume or application letter does not have typos or misspelled words. Save your resume as a .pdf file if you will be sending electronically. That way it cannot get messed up with formatting issues.

A huge issue right now is the cyber security concerns. Making sure that employees understand the importance of thinking about keeping their work secure.

Some ways the businesses represented at the meeting keep employees are reimbursement for education costs, flexible work hours, overall flexibility, quality of leadership within the organization, and the basic culture of the business.