

WHO IS GOING TO BUILD MY NURSING HOME? SUCCESSION PLANNING IN THE HEALTHCARE PDC WORLD



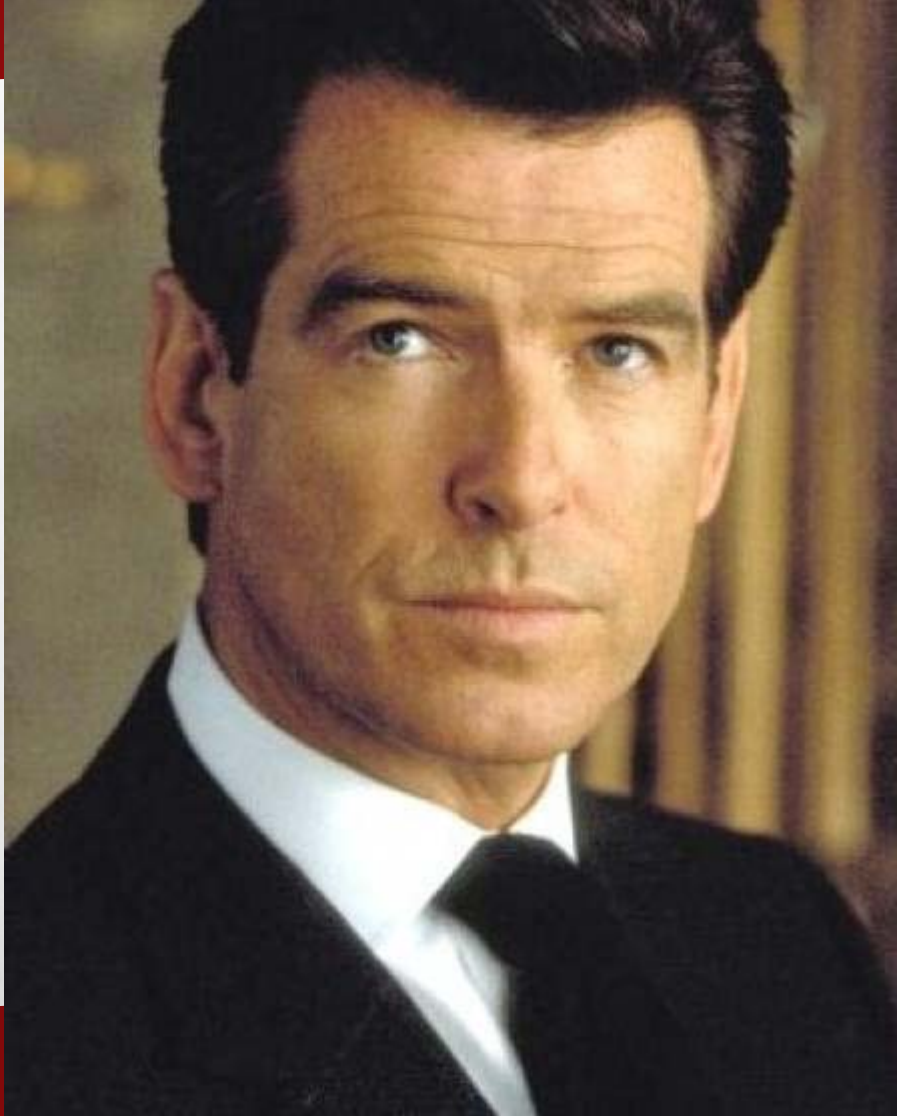
By: Brad Benhart



AGENDA

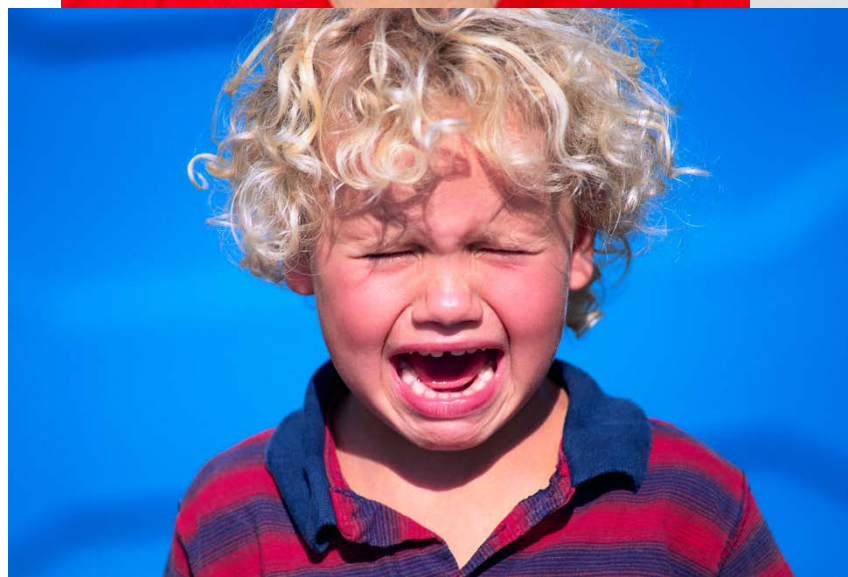
- UNDERSTANDING
- SUCCESSION PLANNING
- ATTRACTING
- RETAINING
- BUILDING
- HOW CAN ASHE HELP











WHAT IS SUCCESSION PLANNING?



WHY ARE PEOPLE AFRAID OF SUCCESSION PLANNING?

- FEAR OF LOSING YOUR JOB
- THEY MIGHT BE BETTER THAN US
- IMMORTALITY
- KEEP THEIR "CARDS CLOSE TO THEIR CHEST"
- WANT TO SELL THE COMPANY



CONSIDER WHAT WE ARE LOOKING AT

.....ON THE JOBSITE

.....AT THE FACILITY

.....IN OUR FIRM



THE AVERAGE AGE OF A SUPERINTENDENT IN THE USA

56



WATCH OUT FOR THE SECOND PUNCH!

CRAFT WORKER SHORTAGE



INCREASING RETIREMENT

49%

of the construction industry's workforce are Baby Boomers - people aged 47-65. (Source: Bureau of Labor Statistics)

20%

of construction workforce is expected to retire over the next 2-4 years. (Source: National Center for Construction Education and Research)

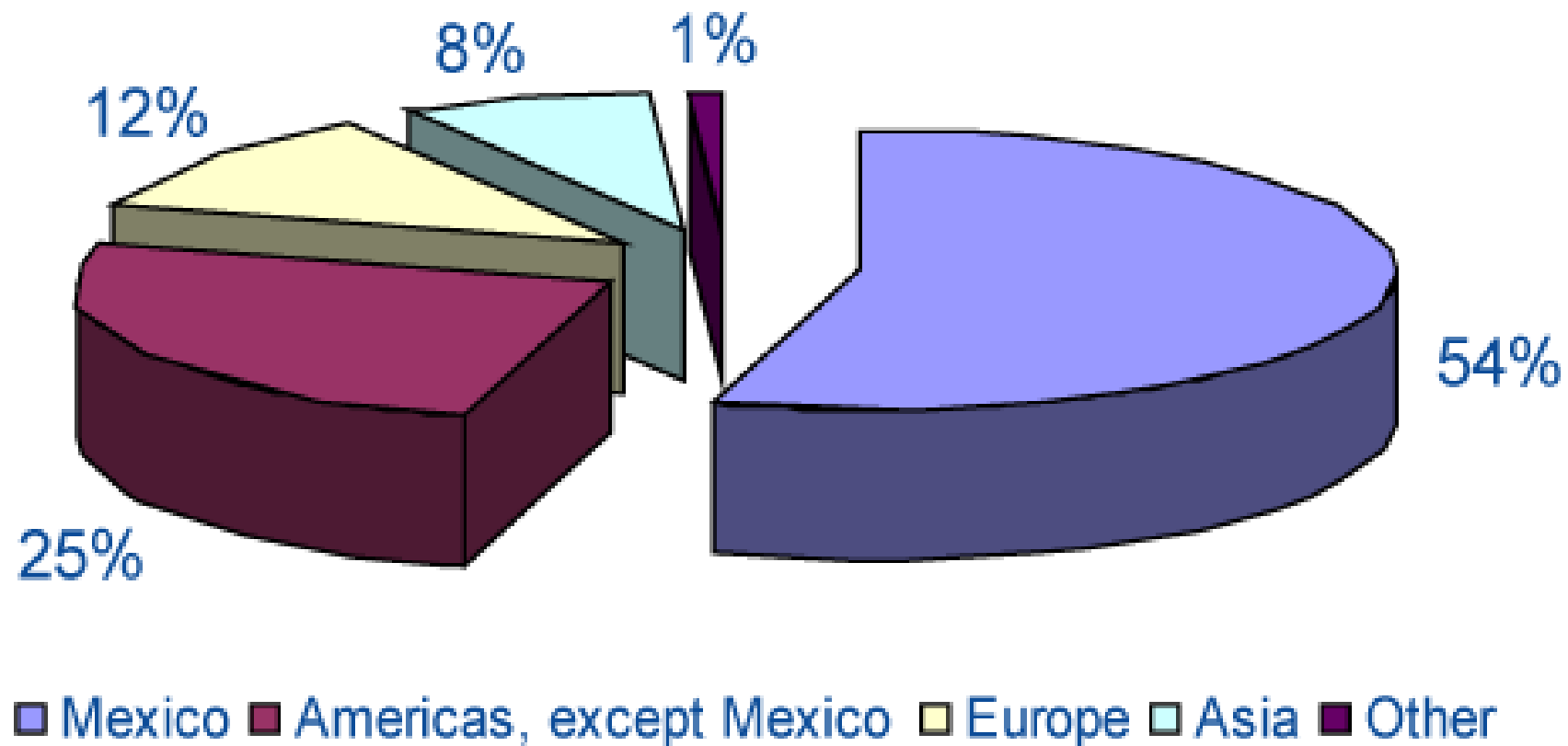
42%

of energy lineworkers will retire over the next four years; estimated number of replacements is 30,800 by 2015. (Source: Center for Energy Workforce Development)

1 in 4

Every four (4) construction tradespeople who retire, the industry is producing one replacement. (Source: United States Census Bureau)

Figure 1. Immigrant Workers in Construction



Source: American Community Survey, PUMS 2004

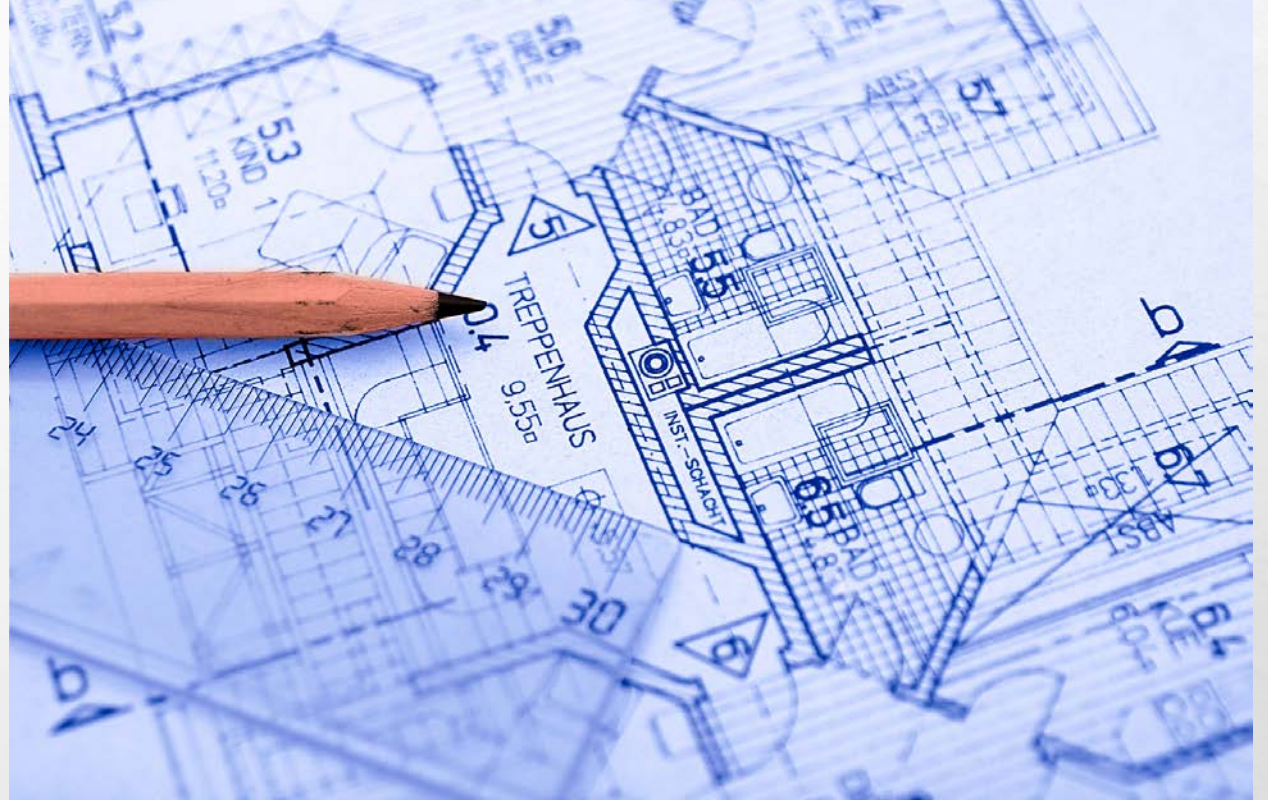
WEB SOURCE - [HTTP://WWW.NAHB.ORG/GENERIC.ASPX?GENERICCONTENTID=49216](http://www.nahb.org/generic.aspx?genericcontentid=49216)

LET'S TALK FACILITY MANAGEMENT

- SAME PROBLEM – RETIREMENTS
- SMALLER BUDGETS
- OUTSOURCING



DESIGN SIDE



- SAME PROBLEMS
 - LACK OF YOUNG INNOVATIVE PROBLEM SOLVERS
- SOLVE EVERYTHING WITH TECHNOLOGY

SO WHAT DOES THIS ALL MEAN?



BUILD THE BENCH



WHAT ARE THE DIFFERENCES?

BABY BOOMERS

- BEATEN
- THE PATH TO ANSWERS WAS LONG - REMEMBER DEWEY DECIMAL
- METHODICAL LEARNING
- UNCERTAIN ANSWERS
- PATIENT

Y'S AND MILLENNIALS

- TIME OUT
- INSTANT ANSWERS
- FAST PACED LEARNING
- SEEK BLACK AND WHITE ANSWERS
- INPATIENT



WHAT CAN YOUR FIRM DO?

- PROVIDE AND COMMUNICATE CAREER PATHS
- EMBRACE SOCIAL MEDIA – USE THEIR CONDUITS
- BE ABLE TO SELL THE ROI OF PEOPLE TO YOUR C SUITE
SPECIFICALLY – SPEAK “CFO”
- DEVELOP A REPUTATION FOR BEING PROGRESSIVE
- TRAINING AS A COMPETITIVE ADVANTAGE
- PARTNER WITH UNIVERSITIES AND SCHOOLS
- INTERNSHIPS



SIDENOTE



ASHE INTERNSHIPS

THE KEY FOR THE NEXT 20 YEARS

GETTING THE RIGHT PEOPLE ON THE BUS
.....AND IN THE RIGHT SEAT

THIS WILL REWARD YOU WITH:

- THE BEST PROJECTS AND CLIENTS
- INNOVATION
- SUSTAINABLE GROWTH



NOW WE HAVE THEM – HOW DO WE TRAIN THEM?





THE SIX MILLION DOLLAR MAN

TRAINING AND PEOPLE

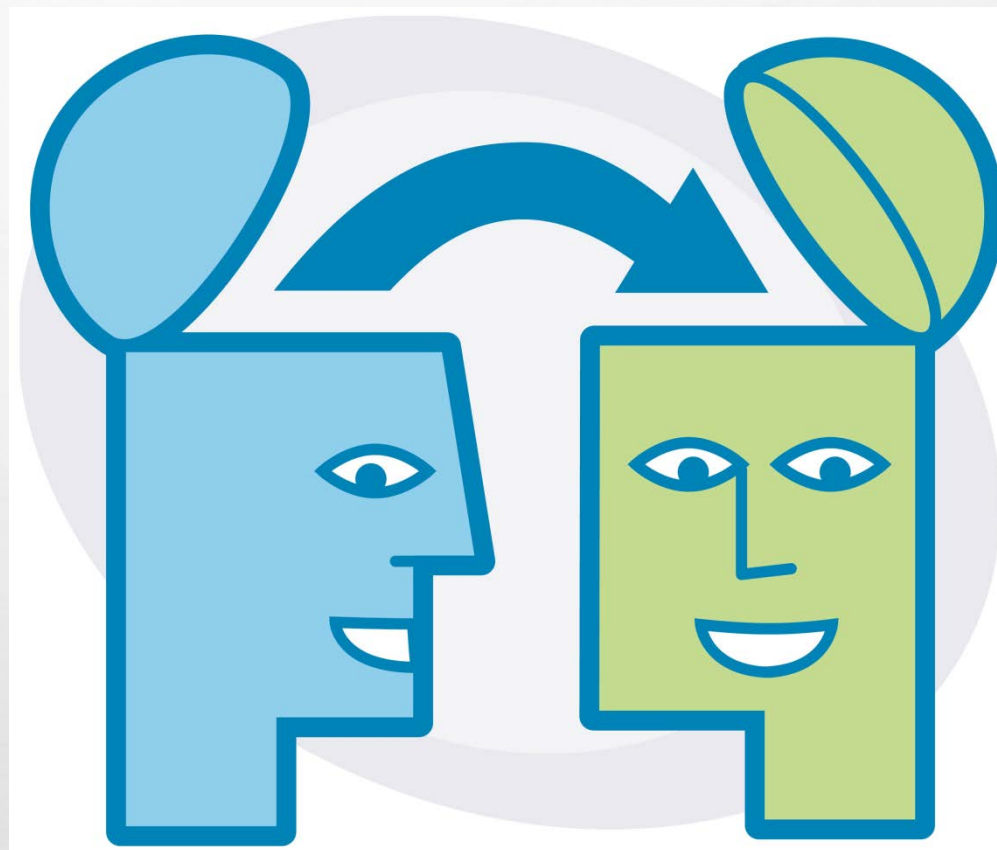
- ESTABLISH JOB COMPETENCIES
- TRAIN TO THE ROLE
- CONSTANTLY EVOLVING – MUST BE FLUID
- BE PREPARED TO PUT SOME \$ INTO TRAINING
- LOOK FOR RETURN ON INVESTMENT ROI

**LET'S NOT OVERLOOK WHAT
GAINED US SUCCESS**



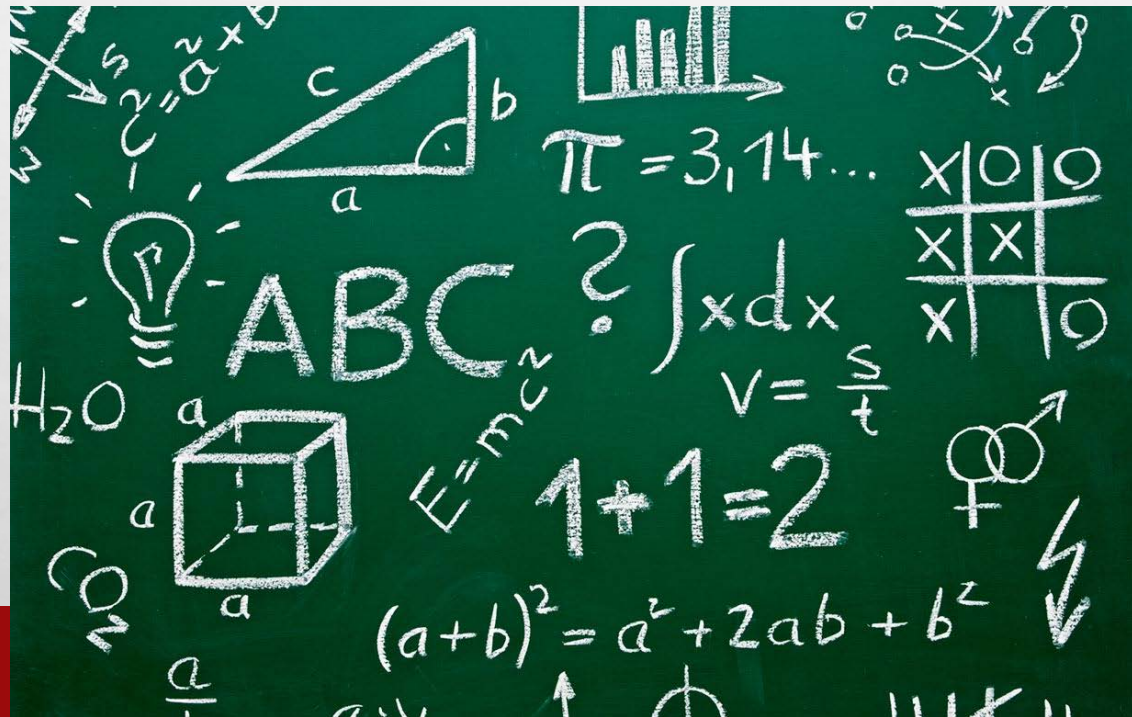


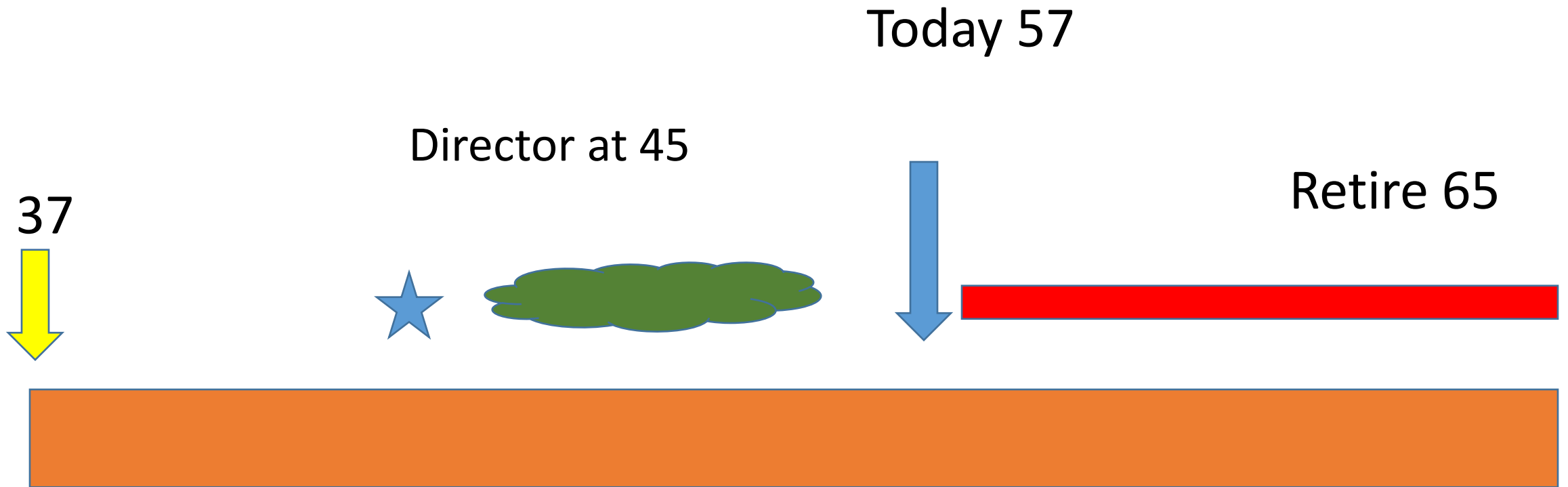
Photoshop PSD file download - Resolution 1280x1024 px - www.psdgraphics.com



MATH BEHIND SUCCESSION PLANNING

PLEASE GRAB A PIECE OF PAPER AND PEN





- How old should the target group of successors be?

KEYS TO SUCCESSION PLANNING

- JUST DO IT – THE GREATEST KEY IS JUST TALKING ABOUT IT
- MAP OUT A PLAN
- COMMUNICATE TO KEY PLAYERS
- LEARN TO DELEGATE
- MY STORY
- MENTOR, MENTOR, MENTOR



MENTORING

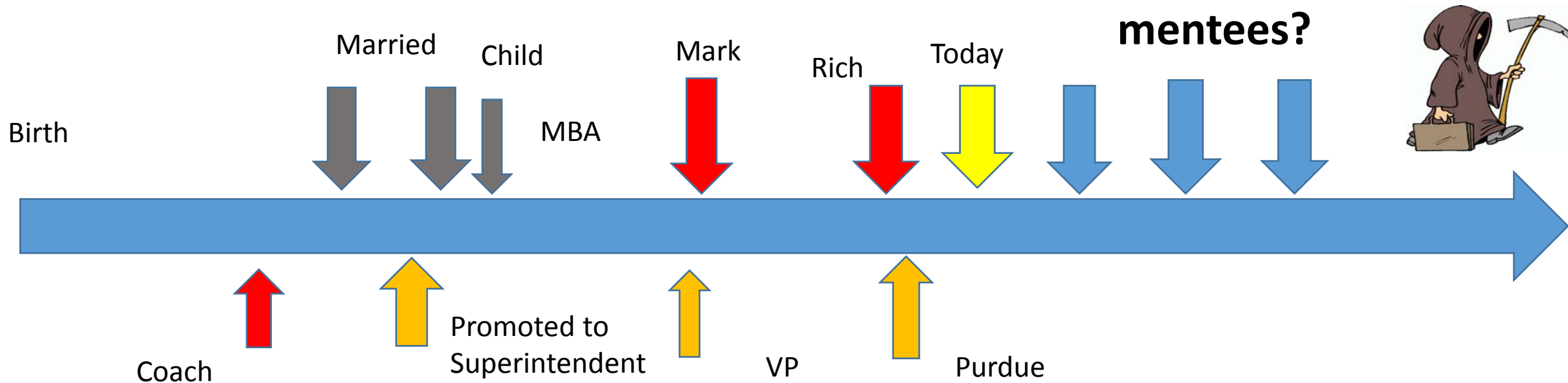
- A MENTOR IS A *“TRUSTED COUNSELOR, GUIDE, TUTOR OR COACH”*
- A MENTEE IS *“ONE WHO IS MENTORED”*
- THE MENTOR’S JOB IS TO PASS ON SKILLS AND LEVELS OF EXPECTATION FOR PERFORMANCE AND BEHAVIOR
- REVERSE MENTORING – IT GOES BOTH WAYS



Class Exercise

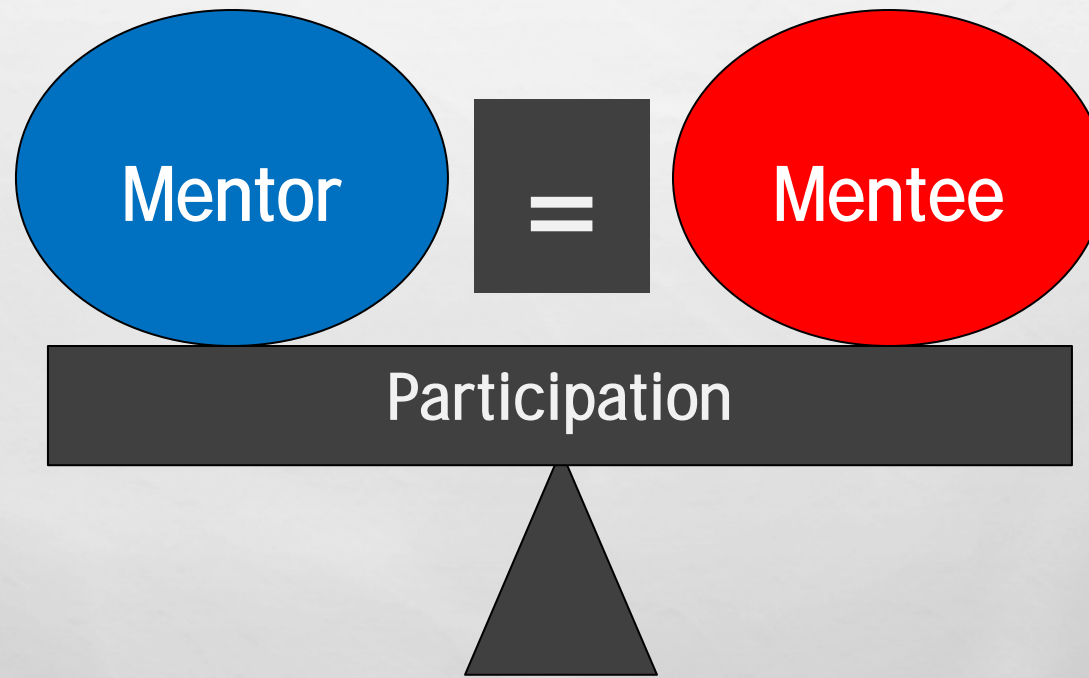
- Develop a timeline of your life, and show:
- 3 personal successes
- 3 professional successes
- 3 people who have been mentors along the way

**Who are
your
mentees?**



THE "TWO-WAY STREET"

ANY LEVEL LESS THAN *EQUAL PARTICIPATION* WILL NEGATIVELY AFFECT THE BENEFITS TO THE PARTICIPANTS AND THE OVERALL OUTCOME.



MANY HATS FOR THE MENTOR TO WEAR

ROLE MODEL

LISTENER

COACH

TUTOR

FRIEND

COUNSELOR

SPONSOR

CONFIDANT

ADVOCATE

TEACHER

GUIDE

PROTECTOR

ADVISOR

REVERSE MENTORING

WHAT CAN YOUR MENTEE TEACH YOU?

Mutual Benefit

BENEFITS OF MENTORING

- SATISFACTION OF LEAVING A LEGACY
- ENHANCED SELF-ESTEEM
- DEVELOPMENT OF A CLOSE RELATIONSHIP
- REVITALIZED INTEREST IN WORK
- REFINED INTERPERSONAL SKILLS
- POSSIBLE CAREER ADVANCEMENT



Q & A

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