

# SUCCESSION PLANNING AS A DEVELOPMENT TOOL

## DATES & LOCATIONS

- Wisconsin's 4.2% unemployment rate is considered full employment – your next employee already has a job.
- Overall job growth in Wisconsin has been 7.6% in the last 5 years but the State's population only grew by 1.5%. 30 of our 72 counties saw negative migration in the last census.
- The average tenure of employees is 4.5 years - longer for older employees, less (sometimes much less) for younger employees.
- We have greater demands for productivity and performance - we need top performers who can do more with less.

### JOIN ERC PRESIDENT AND OWNER STEVE

**BAUE** as he discusses strategies for true succession planning and impactful employee development. With careful planning and preparation, you can manage the changes that occur when key employees leave, handle the changes that come from the transfer of leadership responsibilities, and ensure your internal pipeline is generating the talent you need (and want) when you need it.



**COUNSELORS & CONSULTANTS**

### WAUSAU

**Tuesday, October 4, 2016**

Plaza Hotel & Suites  
201 N. 17th Ave., Wausau, WI

REGISTRATION 12:30PM  
PROGRAM 1:00PM -3:00PM

### EAU CLAIRE

**Tuesday, October 11, 2016**

LE Phillips Library – Eau Claire Room  
400 Eau Claire St., Eau Claire, WI

REGISTRATION 10:30AM PROGRAM 11:00AM – 1:00PM

### GREEN BAY

**Monday, October 17, 2016 or  
Friday, November 4, 2016**

Radisson Hotel & Conference Center – Turtle Room  
2010 Airport Dr., Green Bay, WI

REGISTRATION 7:30AM PROGRAM 8:00AM - 10:00AM

### MARSHFIELD

**Monday, October 24, 2016**

Hotel Marshfield  
2700 S. Central Ave, Marshfield, WI

REGISTRATION 9:30AM PROGRAM 10:00AM - 12:00PM

### APPLETON

**Tuesday, November 8, 2016**

Radisson Paper Valley Hotel  
333 W. College Ave., Appleton, WI

REGISTRATION 7:30AM PROGRAM 8:00AM - 10:00AM

## PLEASE REGISTER EARLY AS SPACE IS LIMITED!

This forum is a complimentary seminar for customers and guests of ERC: Counselors & Consultants. Follow this link for tickets and reservations through: <http://succession-planning-as-a-development-process.eventbrite.com/>

To have ERC conduct this seminar at your organization, please call 1-800-222-8590 for pricing and availability.

[www.ERCincorp.com](http://www.ERCincorp.com)

If you have any questions regarding this event, please email Mary Barkow at [mbarkow@ercincorp.com](mailto:mbarkow@ercincorp.com)



## Steven F. Baue

President and Owner: ERC, Inc.

Steve Baue is the President and Owner of ERC: Counselors and Consultants, the premier Green Bay-based Employee Assistance Program and performance consulting company. ERC is recognized for its outstanding mental health counseling and strong reputation for organization and leadership development. ERC's mission is to help proactively prevent and address issues that affect productivity in the workplace.

Steve has more than 20 years of domestic and international experience in organizational development, human resources and executive-level leadership. His career path has taken him worldwide, including time living abroad in Sydney, Australia while working for the Milwaukee-based Joy Global Inc. Steve held a range of senior human resources positions for Joy, including Global Director of Organizational Effectiveness and Director of Human Resources for Joy Global's largest business unit, with 4,000 employees and \$1.5 billion in annual sales.

Prior to leading ERC, Steve was the Vice President of Human Resources and Public Affairs for Fincantieri Marine Group USA. In this role, Steve was responsible for the full HR operation, environmental health & safety, and corporate outreach activities for 3,000 employees and contractors of Marinette Marine Corporation (Marinette, WI), Bay Shipbuilding Company (Sturgeon Bay, WI), and ACE Marine (Green Bay, WI).

As an active participant in North East Wisconsin communities, Steve currently serves on the Board of Directors for the Greater Green Bay Chamber, the Bay Area Workforce Development Board, and the Holy Family Site Advisory Committee. He formerly served on the Steering Committee for the Brown County Heroin Response Initiative and the ADVANCE: Green Bay Area Economic Development Board of Directors.

Steve is a native of Superior, Wisconsin and a graduate of Rice Lake High School and the University of Wisconsin-Whitewater. He earned a master of arts in communication from Marquette University.

Steve and his wife, Allyson, bought ERC in 2014. They have one daughter and live in Green Bay.