The Future Workforce: Why Should We Include Everyone?

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Sauer-Danfoss

Sauer-Danfoss is a worldwide leader in the design, manufacture and sale of engineered hydraulic, electric and electronic systems and components, for use primarily in mobile equipment.

- One of the two largest suppliers of mobile hydraulics, electro-hydraulics and full-electric solutions in the world.
- 10,000 employees.
- Revenue approximately $2.2 billion USD.
- 26 manufacturing/engineering sites in 12 countries in the Americas, Europe and the Asia-Pacific regions.

Products

World-class technologies that serve a range of different market segments:

- Agriculture
- Construction
- Material handling
- Road building
- Turf care
- Specialty
- Mobile electronic controls
- Steering solutions
- Open circuit units
- Orbital motors
- Hydrostatic transmissions
- Hydraulics
- AC motors
- Cabinets

Sauer-Danfoss – Global Presence

Sauer-Danfoss Employment

Products
Why should we include everyone?

- We are highly dependent on a continuing supply of highly educated and skilled engineers.
- A rapidly changing global business environment is fueling the demand for highly skilled employees.
- The US labor pool today is too small to provide the level of skill we need. The US education system is simply not keeping up.
- We must not only increase the quality of those in the pool, we must make the pool larger.

Why should we focus on women in STEM?

- Because we want to hire them!
- Because women are a severely under-developed portion of the potential labor pool.
- Because we know all kinds of diversity drives diversity of thought – leading to more ideas and better solutions.

Attracting and retaining women in STEM:

- Decision-makers / Influencers
  - Put the right people in some of the right positions (recruiting, hiring, placement and promotion)
  - Mentors – Stay close to the members of minorities in your midst
- Culture
  - Define your desired culture, build a guiding coalition, and communicate
  - Create a place where everyone is invited, welcome, and motivated to stay (or come back)
- Policies
  - Eliminate “time-in-position” from the equation
  - Define “capability” as king
  - Recognize other experiences – work and life
  - Provide flexibility – time, location, tools, etc.
- Remove barriers
- Partner with business and industry