The Future Workforce: Why Should We Include Everyone?

Ron Hanson
Vice-President, Human Resources
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
Products

- AC motors
- Orbital motors
- Open circuit units
- Valves
- Hydrostatic transmissions
- Mobile electronic controls
- Steering solutions
Products

Hydrostatics
Open circuit axial piston pumps and gear units
Products

Orbital motors
Products

Valves
Products

Steering components and systems
Products

Mobile electronic components and systems
Products

Electric drives
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**