



DATE: April 11, 2019

TO: COMO Mary Kirkwood
CC: DISTRICT 11NR BOARD AND STAFF
FROM: Bob Schabert, DSO-HR
RE: DISTRICT HUMAN RESROUCES REPORT – March 2019

HIGHLIGHTS

1. D-TRAIN HR Class
2. HR Class 'On the Road'
3. H Directorate Challenge Coin

D-TRAIN HR CLASS

Our HR Team has put a lot of time and effort into the new HR Program, which we taught the new HR Class at D-Train which was only a two-hour block of time.

The new approach that we have developed for Recruiting and Retention requires a minimum of a 3 hours class and 4 hours would be preferred as there is a great deal of class participation and exercises.

The class is not just about tips on how to recruit or how to complete the application. We have developed an entirely **new** approach to an **old** problem... Recruitment and Retention.

We had a member of the Gold Side attend our D-Train Class. I will be meeting with him soon as he wants to go into more detail about the program as he feels he can use the material in his Active Duty unit.

HR CLASS 'ON THE ROAD'

As we know, the Titanic is sinking and all we have been doing is re-arranging the deck chairs for the past 20 years, which is reflected by our falling membership numbers.

It is important that we get the new HR Program introduced to the District as we are coming into the boating season and this is when we have the greatest amount of interaction with the boating public.

We want to take our HR Program 'On the Road'. We are willing to travel to the Divisions for this class, but so far only two Divisions have even bothered to contact me regarding a date and time.

This class is not something that we can teach during a Division Meeting as there is too much material. Again, this is not a class on 'recruiting tips.' This is an entirely new class and new approach to Recruiting and Retention.

If we are going to make Recruiting and Retention a priority, then we must make this class a priority... otherwise all we will be doing this year is 're-arranging the deck chairs.'

H DIRECTORATE CHALLENGE COIN

National has developed a Challenge Coin for any member who has 1) joined in 2019; 2) Completed their Core Value Training within the First 30 days, from their Base Date; and 3) completed their BCQII within their First30 days from their B.E.D.

The process is simple... complete the attached form (which has been sent out to all HR's and FC's and submit it to DSO-HR Bob Schabert to have processed. As of this writing, we have already submitted 5 to National. Keep an eye on Utah... four of them were theirs! Great work Utah!

