

WORKFORCE STRATEGY CONSULTANTS

WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



Welcome!
We will begin shortly

Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

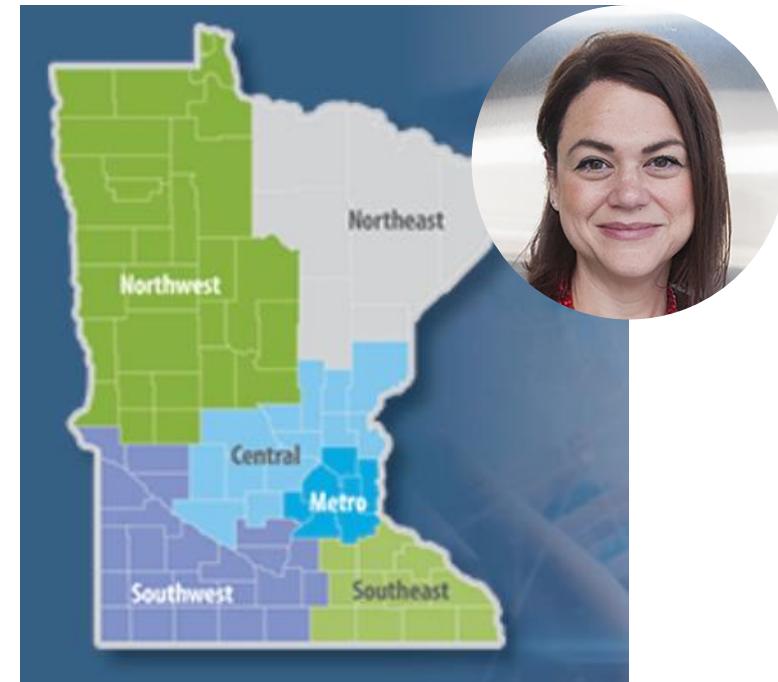
Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry

Jessica Miller

Director of Workforce Strategy

Jessica.Miller@state.mn.us



What WSC Does

MISSION

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.



WORKFORCE WEDNESDAY

Workforce Strategy Consultants share what works with Minnesota employers



2026 Workforce Wednesday Schedule

- **January 7:** From Doer to Leader: Practical Support Strategies for Frontline Supervisors
- **February 4:** “Check Your Filters: How Biases Shape Hiring, Feedback, and Leadership”
- **March 4:** Future-Proofing Your Workforce: Skills for 2030 and Beyond
- **April 1:** Navigating Generational Differences in the Workplace
- **May 6:** Neurodiverse Workforce: Accommodations, Job slicing and Superpowers
- **June 3:** Who is MAWB? An Inside Look at Minnesota’s Workforce Development Boards

View the schedule and register for sessions at:
<https://careerforce.mn.gov/WorkforceWednesday>

- **July 8:** Raising the Bar: How to Assess and Improve Job Quality
- **August 5:** Opportunities for All: Reimagining Workforce Development
- **September 2:** Mentorships, Sponsorships & Succession Planning
- **October 7:** Developing Successful Career Pathways through Youth Skills Training & Youth Apprenticeships
- **November 4:** Minnesota’s Indigenous Workforce
- **December 2:** 2026 Review with 2027 Preview

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From Doer to Leader: Practical Strategies for Frontline Supervisors

January 7, 2026

careerforce.mn.gov

Agenda & Today's Focus

- Purpose & Outcomes
- Why Frontline Leadership Matters
- Common Challenges for New Supervisors
- Panel Insights: Employer & Education Strategies That Work
- Communication & Leadership Essentials
- Three Things You Can Do This Month & Key Takeaways

The “Doer-to-Leader” Shift

- Many employees are promoted for technical skill, not leadership readiness
- Transition requires a mindset shift: *from doing the work to leading the work*
- 60% of first-time leaders receive **no formal training** (SHRM)
- Supervisors are the “heartbeat” of engagement, culture, and retention

**Promoting great doers into leadership roles is easy—
setting them up to succeed is harder**

Why It Matters

The Business Case for Supporting Frontline Leaders

- Engaged supervisors drive **productivity, safety, and morale**
- Gallup: Engaged teams deliver **21% higher profitability**
- SHRM: **Career growth** is a top driver of job satisfaction
- Turnover costs: replacing a supervisor = **50-150% of annual salary**

Common Challenges New Supervisors Face

Developing a Leader's Mindset

- ❖ Transitioning from peer to leader
- ❖ Learning to coach and delegate

Managing Former Peers

- ❖ Balancing authority, trust, and past relationships

Bridging Skill Gaps

- ❖ Strengthening communication, feedback, and conflict-resolution skills

Lacking Support Systems

- ❖ Limited onboarding, mentoring, and expectations

Employer Strategies That Work

Practical Ways Employers Prepare New Supervisors for Success

- ❖ Structured onboarding focused on leadership, not paperwork
- ❖ Mentorship or “buddy” programs for new supervisors
- ❖ Peer roundtables to share experiences and challenges
- ❖ Short, targeted micro-learning or “Supervisor 101” sessions
- ❖ Manager toolkits for one-on-ones, feedback, and goal setting
- ❖ Regular HR/leadership check-ins for coaching and support
- ❖ Small, consistent actions create confident leaders



Communication, Engagement & Team Leadership

Essential Communication & Leadership Behaviors

- ❖ Communicate expectations clearly and consistently
- ❖ Hold regular 1:1s focused on goals, feedback, and support
- ❖ Build trust through fairness, dependability, and transparency
- ❖ Address conflict early and professionally
- ❖ Recognize and reinforce positive behavior
- ❖ Lead by modeling the standards they expect
- ❖ Stay calm under pressure and demonstrate emotional intelligence

Panel Discussion: Real-World Insights



Julie Kiehne

Business Outreach Coordinator
Winona State University
jkiehne@winona.edu



Kurt Bear

Business Developer
Enterprise Minnesota
kbear@enterpriseminnesota.org



Jayme Enamorado

Training & Development Supervisor
Christensen Farms
jayme.enamorado@cfpork.com

Three Things You Can Do This Month

Small, practical steps to support frontline supervisors

1. Clarify Expectations

- Have a 30-minute conversation with each frontline supervisor on their top 3 priorities and what success looks like in Q1

2. Add One Simple Support

- Pick one low-lift support to pilot: a buddy/mentor, a monthly supervisor huddle, or a basic 1:1 meeting template

3. Plan One Skill Boost

- Choose one key skill (often feedback or difficult conversations) and line up a short training, resource, or practice session before the end of the quarter

Key Takeaways

Key Takeaways

- Frontline leadership success starts *before* the promotion
- Small, consistent development beats one-and-done training
- Clear expectations + supportive coaching make the “doer → leader” shift manageable
- Simple structures (1:1s, mentors, basic tools) reduce burnout and turnover



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Check Your Filters: How Biases Shape Hiring, Feedback, and Leadership

Wednesday, February 4, 2026

11:00 AM – 12:00 PM

Unplugged Q&A: 12:00 – 12:30 PM

Thanks for Joining Us!

Find Your Workforce Strategy Consultant

MINNESOTA WORKFORCE STRATEGY CONSULTANTS

MISSION

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.

THE VALUE WE BRING

- > Provide tools and resources to support businesses in developing strategic workforce strategies
- > Connect stakeholders to economic development and workforce development resources
- > Focus on workforce diversity, equity, and inclusion initiatives
- > Enhance Minnesota's economic prosperity through workforce and economic development partnerships
- > Work in partnership with our stakeholders to provide workforce training development solutions to meet your talent needs



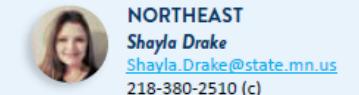
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NORTHWEST

James Whirlwind Soldier

James.Whirlwindsoldier@state.mn.us
651-323-7891 (c)



NORTHEAST

Shayla Drake

Shayla.Drake@state.mn.us
218-380-2510 (c)



METRO

Adesewa Adesiji

Adesewa.Adesiji@state.mn.us
952-261-6942 (c)



SOUTHEAST

Becky Zoubek

Rebecca.Zoubek@state.mn.us
651-418-2710 (c)



CENTRAL

Della Ludwig

Della.Ludwig@state.mn.us
320-423-0121 (c)



EMPLOYMENT AND
ECONOMIC DEVELOPMENT

UNPLUGGED – Q AND A

