

*SPRING PRESENTS:  
A SOCIAL DISTANCING SPECIAL*

# RAIL EMPLOYER RESOURCES FOR THE NEXT GENERATION

Join us  
virtually for  
our free and  
recorded  
GoToMeeting  
events!

## 5 PART LEARNING SERIES:

WHAT ARE YOU DOING?  
FIRST & FUTURE CONTACT  
ALL ABOARD  
FUTURE FEATURES  
YOU WILL MAKE A FINE NEW APPRENTICE



*SPRING PRESENTS:*

# EMPLOYER RESOURCES FOR THE NEXT GENERATION:

## CHAPTER 3 FUTURE FEATURES



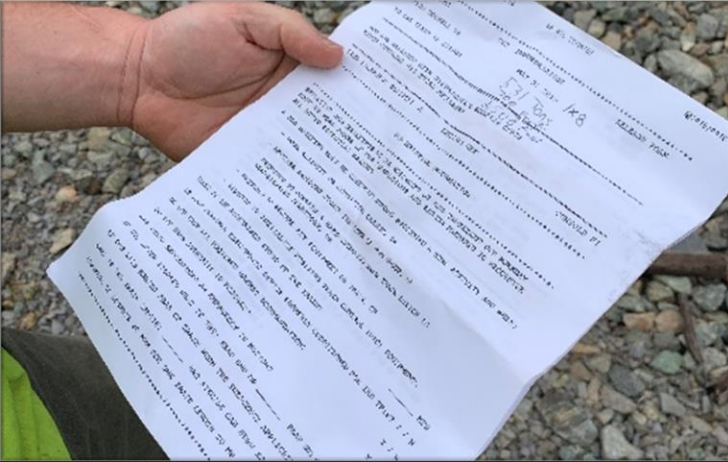
PRESIDENT AND  
FOUNDER  
OF SUCCESSION  
PLANNING FOR  
RAILROADS  
INVESTING IN THE  
NEXT  
GENERATION  
(SPRING)



# INTRODUCING SUCCESSION PLANNING



# STEP 3: ON-BOARD



Discovering Possibilities

Transcending Knowledge

Future

- Engage your employees from their first foot on property
  - Cultivating the ideal employee starts with your efforts from on-boarding
  - Set the example
  - Assimilate, mold candidates into your culture with structure and guidance
  - Mentorship, internship, apprenticeships
- Involve your current employees in the process
  - Ask the right questions
  - Where do you see yourself within the company in 5 years?
  - How do you want to get there?
  - Other training?
- Management Visibility
  - Set expectations with dependability and accountability
  - Concrete targets, opportunities to speak & provide feedback, be an active part
- One-on-one training is a must
- Cross-training intra-departmentally (SPRING can build a mentorship program that does just this!)



# Contact us:

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Planning for Railroads Investing in Next  
Generation (SPRING)

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