

STEP AHEAD AWARDS

#MFGWOMEN



Best Practice Spotlight: STEP AHEAD

BEHLEN INTERNAL STEP AHEAD AWARDS NOMINATIONS PROCESS



Synopsis:

Behlen Mfg. Co., a medium-sized manufacturer in steel fabrication, has participated in The Manufacturing Institute's STEP Ahead Awards every year to recognize and increase the visibility of its women leaders. The company's STEP Ahead alumnae have continued to meet each year to select a worthy candidate to nominate for the award.



Goal:

Streamline a process to nominate the best possible candidates for the STEP Ahead Awards.



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Time Commitment:

The STEP Ahead alumnae group, which consists of five individuals, spends two to three hours discussing the nominee list and meeting with leadership. The writing and approval of the nomination application takes up to one month.



Outcome:

The Behlen leadership team sees the value of employing retention and recruitment strategies by participating in the STEP Ahead Awards. They see it as an opportunity to mitigate the gender gap in manufacturing and inspire young women to get involved in the industry. Behlen uses its STEP Ahead alumnae to participate in Manufacturing Month to run tours and speak with young girls interested in STEM careers.



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STEPS FOR IMPLEMENTATION:

- 1 When The Manufacturing Institute's STEP Ahead Award nominations open, a notice is sent out to Behlen STEP Ahead alumnae two weeks in advance of meeting as a reminder to prepare and bring a list of women to discuss as potential nominees. They review the criteria and the nominations application before meeting to understand what the Institute is looking for in the award winners.
- 2 The Behlen alumnae group meets for one to two hours to discuss worthy candidates to nominate. The group examines the pros and cons of each person and comes to an agreement on one person to nominate.
- 3 The selected individual is presented to the leadership team for approval.
- 4 Once approved, the STEP Ahead alumnae will set a meeting to interview the nominee with questions that resemble the STEP Ahead Awards application. This process will take approximately one week to formulate the questions and schedule the interview.
- 5 An internal communications staff member will help write the nomination. Behlen employees have one month to write, edit and show the written nomination to the leadership team before submitting.
- 6 If selected, the nominee is notified. The rest of the company will be notified after the public announcement in March.