What Do We Want Out of the Future Intermodal Leaders Program? and Relationship Building Between Mentors and Future Leaders

Tuesday, June 4, 2019, 2:00 PM ET
Wednesday, June 5 at 2:00 p.m.
Housekeeping

• Audience audio will be muted initially. Audio will be unmuted when open discussion begins.

• Submit questions at any time using the Question window in the control panel on the right.

• A recorded version of this meeting, including the slides, will be available in the near future.
Agenda

• Review Future Leader Program Goals
• Review Recommended Program Areas
• Mentorship Goals
• Expectations of a Mentor
• What Makes a Good Mentor?
• Open Discussion
Program Goals

• Foster the professional development of future intermodal leaders to ensure the retention of quality talent within the industry;

• Promote dialogue and an influx of new ideas that will sustain intermodal's continued growth and innovation by the next generation of industry leaders;

• Expose future intermodal leaders to the inner workings of the Association and provide them with mentorship through the counsel of industry veterans;

• Educate future leaders about intermodal from the basics to more advanced topics affecting the industry and being addressed by the Association's committees and task forces; and

• Engage future intermodal leader members through networking activities.
Recommended Program Areas

**Exposure to and Education from Industry Leaders**

Opportunities to interact with and learn from the industry's leadership including C-suite, senior management, and the Association’s Board of Directors to establish themselves in the industry and learn about its operations. Specific industry leader activities would be designed for future intermodal leader members and could include speaker lectures, roundtable luncheons, and webinars on a variety of industry topics. In addition, establishing mentorship and internship programs will be explored.

• Mentoring Program has been developed.
• Two Industry Leaders Interview Sessions have been conducted.
• Invite Future Leaders and Mentors to attend the Scholarship Schools Case competition at Intermodal EXPO.
• Future Leaders and Mentor Interviews appear in *Intermodal Insights*.
• Offer more content/features highlighting Future Leaders programs in *Intermodal Insights*. 
Recommended Program Areas

Tours and Site Visits

Provide participants with opportunities to visit intermodal infrastructure sites of IANA member companies. The tours can be conducted locally, regionally and through attendance at IANA events.

- Consider expanding tour sites to include transload facilities and distribution centers including 3PL and shipper facilities. The tours could be conducted at both Business Meeting and EXPO. This will give a Future Leader a broader picture of the entire supply chain.

- Consider tours at member facilities working with companies that are able to provide these type of educational opportunities. The tour or site visits can be organized locally to give the program a broader perspective.
Recommended Program Areas

Professional and Industry Education

Educational options at IANA events, professional educational materials and content, and online delivery mediums (e.g. webinars) will provide members with both entry-level and advanced topics covering the intermodal business. Educational options will help expand the knowledge base of new individuals to the industry and hone the skills and knowledge of those already in the intermodal workforce.

• Continue to develop education sessions that are directed towards individuals that are newcomers to intermodal. Sessions can be interactive, at IANA events, or a webinar series. The virtual meetings will allow for broader participation.

• Suggested topics discussed were:
  • Cost benefit of transloading at ports of entry versus ISO container movements inland.
  • Free Trade Zones – How do FTZs work and its value to intermodal.
  • International Trade Lanes – Gain a better understanding of how trade lanes are developed and the impact on each mode.
  • More Case Studies.
Recommended Program Areas

Networking at National Events

Networking opportunities will enhance these members' professional careers and will familiarize them with their industry peers. These connections will be crucial as they transition into senior leadership roles and work to solve the industry's Operations, M&R and Safety issues.

- Make the Networking opportunities at IANA's more meaningful. More face-to-face gatherings like the Business Meeting in Lombard.
- Work with Mentors to offer “Shadowing” opportunities to introduce the Future Leaders to other industry people. Mentors can offer techniques that they have used to network with others.
- Continue to expand the usage of social media platforms, such as LinkedIn.
Recommended Program Areas

Career Development

Younger professionals, the millennial generation in particular, are interested in fulfilling careers that provide good pay, benefits, flexibility, and future growth. Offering individuals access to a variety of career resources to help retain their talent with intermodal industry’s companies and stakeholders is important.

• Work with Future Leaders to help identify what works and what doesn't work.

• “What we know that others don't know we know” – Use the LinkedIn Group to invite others to meet with you, if they are in your area.

• Offer an “Introduction to Public Speaking” – Research what options might be available.

• On a routine basis, promote industry resources available on intermodal.org in IANA outlets Intermodal Edge, Intermodal Connections and Intermodal Insights.

• Consider options to provide continuing education credits, certifications or knowledge endorsements for Intermodal University sessions and webinars.
What Are the Program Areas Most Important To You?

Do You Have Other Needs?
What Have Been Our Easy Lifts?

- Intermodal University Education Sessions.
- Industry Leaders Interview Series.
- Networking Events at EXPO.
- Future Leaders Designated Tours at EXPO.
- Setting up the LinkedIn Group to Share Ideas.
- Organizing a Process to Share Bios Between Future Leaders and Mentors.
The Group recommended that we continue to expand the Recommended Program Areas.
Mentorship Goals Discussion
To provide guidance and support to Future Leaders on items such as:

• Building industry knowledge.
• Career exploration and development.
• Understanding corporate cultures.
• Organizational management.
• Soft skills and relationship development.
• Networking opportunities.
• Leadership development.
• Work-life balance.
How Do You Want to Engage?

Is There a Desire to Work on a Future Leaders Project?
Project Ideas for Future Leaders?

• Develop Outline For Intermodal 101 Education Sessions.
• Identify Topics for Intermodal Edge – IANA’s Blog
• Update Content On IANA’s Industry Resource Guide.
• Consider Developing an Emerging Leaders Recognition Program.
• The Group suggested that they wanted to learn more about these opportunities and their involvement.
Expectations of a Mentor Discussion!
• Mentor and Future Leader interactions to be developed together as a plan outlining goals/objectives and an action plan.
• Mentors will periodically be asked to report progress to IANA and to share their successes.
• Mentors may be asked to assist and/or lead in developing activities within the FILP program.
• The mentor program IS NOT an opportunity for employee recruitment.
How Important is Career Development?
Discussion on What Makes A Good Mentor?
There is no one size fits all to what makes a good mentor. However, here are a few tips:

• A good mentor is committed to the relationship.
• Show genuine interest in your future leader as an individual.
• Don’t assume anything about our future leader – it’s okay to ask.
• Listen.
• Respect and Patience.
• Set expectations together with your future leader at the beginning.
• Be a good role model.
How Does Networking Play into your Objectives?
Mentor Discussion Questions

• What do I think makes a good mentor?
• How can I contribute to the program?
• What do I need to do to get started?
• How long is the commitment?
• Can I mentor more than one future leader?
• Can I invite other mentors and future leaders to participate in the program?
• What additional questions or needs do I have?
• What ideas do I have for program opportunities for the future leaders?
What Are Our Next Steps?
IANA staff will review all the discussion items, share with Future Intermodal Program Participants to prioritize action items.
For more information on the *Future Intermodal Leaders Program*
visit [intermodal.org](http://intermodal.org)
or e-mail us at: [info@intermodal.org](mailto:info@intermodal.org)