



2013 BEAR ROUNDUP

Friday, May 10, 2013
Bitterroot River Inn, Hamilton, MT



L to R: Chris Mehus, Jim Smitham, Gary Palmer, Steve Holland, Jim Davison, Gloria O'Rourke, Rick Edwards, Marie Mahugh, Jenn Kreiner, Roy Jones, DeAnn Thomas, Chad Moore, John Winegart, Brian Obert, Linda Kindrick and Stuart Leidner.

BEAR ROUNDUP HIGHLIGHTS

Following a welcome and introductions, the following items were discussed.

- **Legislative Update**

Earlier in the week, Adam de Yong, MDLI, updated Gloria on the funding status for Incumbent Worker Training Grant (IWTG) funds. He shared the great news that MDLI is committed to funding IWTG at the same levels of the previous legislative session. MDLI will be identifying pockets of funding in the near future that will provide \$600,000 for the program per year for the next two years. Funding remains in place from Montana Department of Commerce and Montana Department of Labor for funding the administration of BEAR; GOED continues to pay for the use of ExectuivePulse for the entire state.

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- **ExecutivePulse**
 - The phrase “If you can’t measure it; you can’t manage it.” that was stressed throughout the Dr. Kolzow [Organization Management](#) course held the day before, plus the ever increasing demand for outcomes data from legislators and stakeholders make it imperative for BEAR Teams to input more data into ExecutivePulse. ExecutivePulse training will be held to demonstrate how to input such items as hours spent, dollars gained, jobs retained and created, etc.
 - Frustration was expressed with those having to enter data into their primary database, such as the software SBDC uses, then having to enter the data all over again into ExecutivePulse. This type of duplication is a hindrance to demonstrating value in ExecutivePulse. It was suggested that a template be created that would allow individuals to have a month-end summary of crossover BEAR data for ExecutivePulse. This information could be aggregated by Gloria at the end of the month and entered.
- **Incumbent Worker Training Grant (IWTG)**
 - BEAR Teams are using ExecutivePulse to search for those companies that received an IWT grant and create a follow-up visit to learn how the grant impacted the business, plus schedule a second visit.
 - An IWT Working Group is currently hard at work improving the forms and criteria for the IWT program. The criteria will be much more clear, concise, and restrictive regarding conference attendance and trainings. Overall, the entire IWT application is building more transparency and accountability into the process. New forms are also being designed to diminish errors; built in formulas will assist with doing the math. Trainings will take place prior to July 1 when grants will once again be accepted for the program.
- **BEAR Ideas and Suggestions**
 - Big Sky Trust Fund has job training dollars available.
 - Hold BEAR Days – BEAR Team assists on a project clean-up; media is invited as well as county commissioners.
 - One BEAR Team holds a general meeting and selects a business to tour. The next meeting is the business tour. The business is asked if they would be interested in a BEAR visit.
 - Walk it! Walk Main Street and visit your local businesses. Strike up a conversation and offer a BEAR visit.
 - Create a template for brief BEAR Success Stories. These would be used for stakeholders and policy makers to demonstrate the value of the program.
- **Team Sharing of Materials**

Those present viewed materials that other BEAR teams use and swapped resources.

BEAR Roundup 2013 Summary.doc