



DuPage Character Business Planning Team Meeting
Wednesday, July 25, 2007
ARAMARK, Downers Grove

Minutes

Present: Ray Benedetto, Deby Baker, Pamela Huck & Ken Fisher (via phone)

Absent: Tom Itrich, Hosi Mehta, Scott Metcalfe, Marylu Fitzgibbon, Christina Foster

Deby Baker called the meeting to order at 7:40am.

Deby updated the group on a recent lunch she had with Jerry Gordon of the Bloomingdale Coalition and Jane Hove, new Director of the Bloomingdale Chamber of Commerce.

Ken Fisher updated us on the relationship between the [Character@Work](#) workshop and the U of IL Extension, as we move forward. The hope is that the [Character@Work](#) workshop will remain available to business leaders through Ken Fisher, Ray Benedetto and other qualified trainers. Ken will be speaking with Christina Foster of the U of I Extension on Tuesday, July 30 about these issues.

The remainder of the meeting was spent discussing the promotion and format for the upcoming quarterly roundtable:

DuPage Character Business Roundtable

"Hiring for Character"

Tuesday, August 14, 2007

7:30am-9:00am

ARAMARK Regional Offices

2300 Warrenville Road

Downers Grove, IL

RSVP to Deby Baker at 630-529-7445 Ext. 274

We are looking for people from the following groups to attend and will promote to these groups (and beyond)

- ✓ DuPage Character Business members
- ✓ DuPage Character Business planning committee members
- ✓ Kane County Character Coalition members
- ✓ Elk Grove Village Coalition
- ✓ Past [Character@Work](#) grads
- ✓ Wheaton Chamber of Commerce reps
- ✓ DuPage Character Development Coalition Members
- ✓ Abraham Lincoln Center board members & company representatives
- ✓ Ray Benedetto's network of clients

Goals of the Roundtable:

1. Emphasize the importance of Character in the Hiring Process. (Create the burning platform)
2. Provide 3 tangible things they will come away with to enable them to better hire for character.
 - a. Sample job application questionnaire on character
 - b. Sample performance review based on character
 - c. Any [Character@Work](#) material?
 - d. List of resources related to hiring for character: websites, books, etc.
3. Provide opportunity for leaders to share their successes and challenges of character training at work.
4. Share the value of [Character@Work](#) workshop as it relates to hiring.
5. Uncover the “NEXT STEPS” (participation) they need to take to “Hire for Character”

Flow of the Roundtable

We agreed that after allowing time for arrivals and refreshments, the event would run about 80 minutes. Ken Fisher will facilitate the discussion. We would like the following “phases” to the event, with the order and timeline to be determined by Ken & Ray:

Welcome and Introductions.

Let everyone introduce themselves (perhaps comment on what they hope to gain from the roundtable.)

Brain Stimulator:

Ask some key questions that get the participants thinking and talking about how character affects their business. Help them uncover needs by asking questions related to hiring for character (or not hiring for character). Highlight some positive results that come from hiring for character.

Foundation Time

Set a Foundation for the discussion of character in hiring. Introduce some concepts on why and how to hire for character. What tools are available? How do you practically do it? Engage the audience in discussion.

Group Sharing

Allow the participants ample time to informally network with one another about character in business. Perhaps let them report back to the whole group with their ideas that we can post for sharing.

Synthesis & Identifying Commonalities

What are some common challenges? How do put these ideas into practice?

Post the ideas and email following the event.

NEXT STEPS:

[Character@Work](#) Workshop

Next Roundtable:

Tuesday, November 13, 2007

7:30-9:00AM

ARAMARK Regional Offices

2300 Warrenville Road

Downers Grove

RSVP to Deby Baker 630-529-7445 Ext. 274

This concluded our discussion of the Roundtable. The next DCB team meeting is set for Wed. August 22 at 7:30am. We are tentatively set to meet at ARAMARK, but confirmation will follow. The meeting adjourned at 9:00AM.

Submitted by Deby Baker; July 26, 2007

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