

LEADERSHIP DEVELOPMENT TRAINING HELPS TEAM THRIVE

ABOUT TRONOX INCORPORATED. Tronox Limited is a vertically integrated mining and inorganic chemical business. The company mines and processes titanium ore, zircon and other minerals, and manufactures titanium dioxide pigments that add brightness and durability to paints, plastics, paper, and other everyday products. Tronox operate mines and mineral processing plants in South Africa and Australia, and pigment manufacturing plants in the United States, the Netherlands, and Australia. The Tronox pigment manufacturing facility in Hamilton, Mississippi, has around one hundred employees.

THE CHALLENGE. The Hamilton Tronox facility needed to provide leadership training and coaching to its mid-level leadership staff. The company had initially decided to use a consultant, which their Australia plant has been using for the coaching sessions. Tronox management realized they could reach out to the Workforce Development and Training team at the MMA-MEP Center at Itawamba Community College (ICC), part of the MEP National Network, to take advantage of their training services.

MEP CENTER'S ROLE. The MMA-MEP Center at ICC provided Development Dimensions International© (DDI) leadership training to select team leaders at Tronox. Supervisors and shift leaders gained crucial skills in communicating effectively and resolving workplace conflict. Leaders from Tronox were committed to meet with the MMA-MEP Center at ICC trainers to address challenges in leading their groups, and to develop their leadership skills.

"The personal testimonies from the leaders and their willingness to communicate openly with the coaches have been critical to our success," said Patrick Lockett, Site Education Leader for Tronox. The engagement helped Tronox team members flourish, and helped the Hamilton facility save money by relying on local services. Upon completion, the company held a graduation banquet to recognize the commitment and accomplishments of the training participants.

"The impact of the leadership coaching and development efforts provided through our partnership with the MMA-MEP Center at ICC has had a tremendous impact on our leadership team. The MMA-MEP Center at ICC coaches are aligned with our leadership content which makes them ideal to assist with this process and gives the front line leaders an unbiased and non-threatening platform to receive valuable feedback for development. As we continue to collaboratively identify critical metrics and continuous improvement opportunities, the potential of this program is unlimited."

-Patrick Lockett, Site Education Leader, HR

RESULTS



Coached **20** supervisors over twelve month time period



Coached **15** new supervisors every quarter



Ongoing coaching sessions with veteran, new, and relief shift leaders.



Over **\$25,000** in cost savings by using MMA-MEP Center at ICC trainers.

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