

BOSCH REXROTH SEES COST SAVINGS AFTER EFFECTIVE LEADERSHIP DEVELOPMENT TRAINING

ABOUT BOSCH REXROTH. After undergoing an expansion in 2013, Bosch Rexroth's Fountain Inn, SC, campus is home to the company's largest hydraulics manufacturing facility in the Americas. Operating since 1989, the company not only manufactures but also assembles its industry-leading hydraulic pumps and motors, and large hydraulic vane motors - used in mobile and industrial hydraulic systems. The plant occupies more than 100 acres of land and employs more than 700 associates.

THE CHALLENGE. Bosch Rexroth was looking for ways to provide leadership skills to supervisors to help the company sustain and improve performance. Successful organizations need supervisors and team leaders with essential skills that allow them to accept responsibility for improvement, communicate effectively, develop teams to involve their people, delegate responsibility, and train others. Unfortunately, many managers, supervisors and team leaders lack the leadership and supervisory skills necessary to fulfill their positions. Those who fail to manage their own responsibilities and those of others will continually work reactively rather than proactively. For help, Bosch Rexroth turned to SCMEP, part of the MEP National Network™.

MEP CENTER'S ROLE. The company engaged in the effective leadership development program. This program was able to help supervisors motivate people to a higher level of productivity, accomplish more through time management, learn the art of delegation and giving direction, exercise authority effectively, handle and prevent problems with others, and develop the potential of people. Effective leadership development consists of a series of front-end activities to include pre-course expectation setting, course kick-off, and a goals workshop. Following the initial meetings were a series of interactive training sessions on leadership and management subjects that included in-session and out-of-session activities. After the training sessions were post-course activities and reinforcement from the instructor at 30, 60, and 90 days, 6 months and 12 months to encourage participants to utilize their new skills and to verify results.

"SCMEP has been a great resource for Bosch! We will continue to offer development training after the COVID-19 pandemic in 2021."

-Charles Purry, Jr., Manager, HR

RESULTS



\$100,000 in cost savings



Ability to manage employees more efficiently, time management has improved

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