

## EXECUTIVE COACHING HELPS AN ALREADY SUCCESSFUL LEADERSHIP TEAM

**ABOUT FULL VISION.** Full Vision, founded in 1958, is an employee-owned ISO 9001 and ISO 13485 registered contract manufacturer with over 60 years of experience in precision metal fabrication. They specialize in products featuring structural tubing of many shapes and sizes. Full Vision can produce parts from carbon steel, aluminum, and stainless steel. Their goal is to form long-term strategic partnerships that create profitable growth for their employee-owned organization and offer value to customers. Full Vision's 152,500-square-foot manufacturing facility sits on 13 acres centrally located in Newton, Kansas, with easy access to interstate trucking, rail, and airport transportation.

**THE CHALLENGE.** The Full Vision executive leadership team are each individually strong performers and Full Vision has experienced good productivity from their talents. However, President and CEO Doug Scheible recognized there were opportunities for his executive leadership team to improve as a cohesive unit, which ultimately would strengthen the performance and success of the company now and into the future. The team was reactive. For Full Vision to continue to experience success, the team needed to become more proactive, especially with planning, time management, and prioritization. The team operated well as individuals but could use support in pulling together and becoming more aligned. Individuals had different communication styles which on occasion would cause misunderstandings. Full Vision management needed group focused development and team building.

**MEP CENTER'S ROLE.** Productivity is the balance of how well we manage our time, attention, and energy. By making choices in certain ways to manage all three better, people can accomplish more of what's important, while reducing life stressors. Kansas Manufacturing Solutions, part of the MEP National Network™, customized a series of 6 leadership development sessions for the nine executive leaders.

The sessions, four virtual and two in person, focused on prioritization; delegation and calendar control; planning; momentum and accountability; and experience bias and communication. The project leader kept in contact with Doug Schieble throughout the training period, obtaining feedback that allowed for topical pivots based upon the specific needs and feedback of the attendees.

"I highly recommend the Executive Productivity Coaching program offered by KMS. This was great for our management team to open their eyes to our shortcomings in planning and managing themselves. Dana, the coach, was excellent and very knowledgeable. Sessions were fast-paced, interactive and never boring. Our management team looked forward to the sessions and continue to refer to and utilize what they learned."

-Doug Scheible, President & CEO

## RESULTS



\$1,500,000 in increased sales



\$200,000 in cost savings

## CONTACT US



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