

## CONSISTENT JOB INSTRUCTION LEADS TO GROWTH

**ABOUT HEXAGON LINCOLN, LLC.** Hexagon Lincoln LLC (dba Hexagon Agility) designs, tests and manufactures high-pressure compressed natural gas (CNG) cylinders for vehicle fuel systems, transportation and ground storage. The Lincoln, Nebraska-based company (formerly known as Lincoln Composites) is part of Hexagon Composites Group, which started in the aerospace industry more than 50 years ago manufacturing filament-wound pressure vessels. Hexagon Agility employs 342 in Lincoln, Nebraska, and also has plants and/or offices in Raufoss, Norway; Kassel, Germany; Salisbury, North Carolina; Fontana, California; and Santa Ana, California.

**THE CHALLENGE.** During the pandemic, a group of Hexagon employees attended several of Nebraska MEP's free informational webinars on job supervision. Subsequently, based on a significant safety event at the company and what they had learned from the webinars, the director of training and the production system senior manager decided that the Center could be helpful in developing the supervisor training skills of key leads and managers. Mike Nagle from the Nebraska MEP, part of the MEP National Network™, proceeded to meet with Hexagon's Human Resources and Training and Development staff to discuss how the Job Instruction (JI) curriculum would be beneficial based on Hexagon's needs. A plan was developed to have employees trained in the JI curriculum in order to develop a common understanding of JI methods, benefits, as well as to improve processes and productivity.

**MEP CENTER'S ROLE.** Hexagon Agility contracted with the Nebraska MEP to provide Job Instruction training to approximately 100 supervisors and leads over five different sessions to create a common vocabulary and understanding of work processes. The MEP provided two instructors to bring multiple points of view to the trainings. The trainings were provided to employees from multiple shifts leading to more consistency in work output throughout the company. The common understanding of JI processes and procedures allowed Hexagon to proceed with new production procedures which helped lead to higher and safer production levels in the local facility. Additionally, management was able to use the new job instructions to quickly train both new and existing employees, resulting in cost savings through higher efficiency.

"By training our employees on Job Instructions, the Nebraska MEP assisted us in improving the productivity and consistency of our associates. This has led to a more productive and happier workforce which has resulted in efficiencies and higher level of production at a lower unit cost."

-Kelly Gubsar, Sr. Production System Manager

## RESULTS



\$1,000,000 in improved processes



\$500,000 in increased sales through higher productivity



\$250,000 in retained sales



\$250,000 in cost savings



\$50,000 investment in workforce practices

## CONTACT US



University of Nebraska-Lincoln  
3 Agricultural Communications  
Building, 3625 East Campus  
Loop South  
Lincoln, NE 68583-0939



(402)472-5993



nemep.unl.edu



NEBRASKA MANUFACTURING  
EXTENSION PARTNERSHIP

