

GEMCO IS LEADING THE WAY: CREATING A CULTURE OF CONTINUOUS LEARNING IN MANUFACTURING

ABOUT GENERAL MACHINE COMPANY OF NJ. Since its inception in 1916, GEMCO, originally known as The General Machine Company of New Jersey, has been the global authority in mixing and drying solutions. Operating from an 80,000 square foot industrial machine factory in Middlesex, NJ, GEMCO has consistently demonstrated innovation and engineering excellence. This family-owned business, spanning four generations of the Muench family, has installed thousands of powder blending and drying units in nearly 40 countries, serving diverse industries from pharmaceuticals to automotive.

THE CHALLENGE. “A huge motivator in the industry is competition,” says Casey Bickhardt, President and CEO of GEMCO. One of the key ways in which manufacturers like GEMCO stay competitive is by consistently upskilling and reskilling their employees. Bickhardt, the fourth-generation leader of GEMCO, started her career in one of the most unlikely of places—sweeping the shop floor. Since she climbed through the ranks the old-fashioned way, she has a greater appreciation for the need to reinvest in all levels of your workforce and instill the same learner mentality at every level of your operations. Jeff Meister, an account manager at NJMEP, part of the MEP National Network™, was there to help Bickhardt instill a learning mindset in her team.

MEP CENTER'S ROLE. Nine participants from the GEMCO team recently completed a PMP® Certification Exam Prep Course designed for project team members seeking to enhance their skills, individuals aiming to deepen their project management knowledge, and executives overseeing project management. The course offered a comprehensive and practical discussion on planning projects realistically to ensure success and managing their progress until completion. Participants gained powerful insights into project management, equipping them to handle time-phased work activities, solve problems, and create unique products or processes effectively. This training emphasized using common sense and determination to achieve successful project outcomes.

The course covered essential aspects of project management, including understanding project initiation, solving organizational challenges, and defining success criteria. Participants learned to identify and sequence tasks, realistically estimate time, and create practical schedules. The course emphasized assessing project cost sensitivity, ensuring quality, and effectively recruiting and managing teams. It also highlighted the importance of efficient communication, managing stakeholder expectations, and monitoring progress.

“One reason I know this [project] was successful was because of Jeff. His leadership style is comprehensive and results driven.”

-Casey Bickhardt, President and CEO

RESULTS



7 created or retained jobs



\$2,000,000 in new or retained sales



\$1,000,000 in cost savings

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