

A LEADERSHIP DEVELOPMENT ROADMAP

ABOUT BLOW MOLDED SPECIALTIES. Blow Molded Specialties (BMS) is a contract manufacturer of industrial blow molded plastic parts and assemblies ranging from small (under a pound) to large (up to 60 pounds). Operating out of a single 125,000-square-foot manufacturing and warehouse space in Foley, Minnesota, the company employs about 165 people. Additional services offered by BMS include engineering support and complete quality control testing. The company has expertise in an array of resins, including polyethylene, polypropylene, santoprene, and nylon, and serves agricultural, tier II automotive, construction, marine, powersports, recreation, and utility/power markets.

THE CHALLENGE. As part of their strategic business planning, Blow Molded Specialties identified that one of their key risks to growth and profitability is the availability of workers. In their area of the state, it is a challenge to hire for open positions and BMS leadership understands how important it is to have enough of the right people in the right positions. As a key part of their long-term growth and production goals, BMS knew they needed to focus on retaining the employees they had while creating a clear career path for new employees coming on board.

MEP CENTER'S ROLE. BMS worked with the consultants at Enterprise Minnesota, part of the MEP National Network™, to analyze its workforce and develop a roadmap for how to best invest in training and development for their team. By creating a deliberate pathway for developing its leaders, BMS was able to send small groups of interested employees through a leadership development program that teaches employees how to understand different communication styles and work together effectively. BMS found that this common language of leadership helped improve company culture and laid a solid foundation for additional continuous improvement initiatives. The training with Enterprise Minnesota gave their employees the skills and confidence to step up, take on more responsibility, and most importantly, stay with Blow Molded Specialties to help carry the company into the future. BMS has seen significant increases in profitability and production without having to grow their workforce by the same rate.

"Enterprise Minnesota is a professional organization with awesome, helpful people. The knowledge their consultants bring to the table and the resources they bring to help us with all kinds of manufacturing challenges is amazing. They have a strong team and are wonderful to work with."

-Doug von Arb, President

RESULTS



5 jobs created in the past 12 months



\$1,250,000 in new or retained sales



\$250,000 in cost savings



\$80,000 in training

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