

CREATING LONG-TERM IMPACT THROUGH LEADERSHIP DEVELOPMENT TRAINING

ABOUT FARBEST FOODS, INC. (HQ). Headquartered in Jasper, Indiana, Farbest Foods is one of the largest turkey companies in the United States. They supply raw fresh and frozen turkey products to brand-name value worldwide. More than 1,383 employees make up the multi-location organization with facilities including processing plants, mills, distribution hubs, and corporate offices.

THE CHALLENGE. Farbest Foods is dedicated to the health, safety, and continual development of its employees. As such, Purdue MEP, part of the MEP National Network™, has been a long-time resource for the organization to assist in delivering many of its leadership development offerings to its employees. The relationship between the two companies spans almost six years, since 2018.

MEP CENTER'S ROLE. Farbest Foods worked with Purdue MEP to deliver leadership development training based on topics of interest from their bi-annual employee survey. Typically held in the Spring and again in the Fall, the trainings are open to supervisors and employees at multiple site locations ensuring employees have adequate opportunities to attend the training. In the past, classes have included topics such as Effective Time Management, Emotional Intelligence, and more. As employee engagement has grown, the classes are now offered in both English and Spanish.

Employee engagement in leadership offerings has increased steadily year over year, impacting not only attendance but employee morale has seen a boost as well. With the increase in employee engagement, Farbest has been adding classes to the schedule to accommodate additional people. With the addition of the Spanish offerings taught by Purdue MEP, there has also been noticeably more involvement and engagement in those sessions. This has also led to a small uptick in Spanish-speaking employees applying for higher-level positions where in the past they were not that confident in applying. The investment in employee education across the board, not just in areas of leadership development with Purdue MEP, has helped Farbest Foods realize impacts in multiple areas of their business including employee retention. Employees see that Farbest is a company that values its employees and invests in their advancement training.

"Purdue MEP has really helped drive a cultural change for us at Farbest Foods through their leadership development offerings. We learned that you can strategize all you want, but without true cultural change, you're not going to get anywhere and Purdue MEP has been a resource for us to help promote a positive cultural change. We rely on them for leadership development training and year after year we continue to go back to them because we see results within our workforce."

-Jade Hirt, Corporate Training Manager

RESULTS



189 employees trained in 2023



25% increase in employee participation in classes



Increased engagement in the Spanish offerings



Positive impact on employee morale

CONTACT US



550 Congressional Blvd.
Suite 140
Carmel, IN 46032-0000



(800)877-5182



www.mep.purdue.edu



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