

BUILDING STRONG TEAMS THROUGH DISCOVERING YOUR GENIUSES

ABOUT DESCO ARCHITECTURAL, INC. Since 1970, DeSCo has earned its reputation as a high-quality, service-oriented manufacturer of a diverse line of architectural windows. DeSCo's five lines of aluminum windows have been engineered to ensure high performance in a wide variety of applications - schools, hospitals, office buildings, institutional buildings, and churches - in both new construction and retrofit projects. DeSCo windows are manufactured in DeSmet, South Dakota, to industry-leading standards, using only the finest materials available.

THE CHALLENGE. DeSCo has always shown a strong commitment to continuous improvement - both in the front office and on the plant floor. The company has a history of embracing lean concepts to increase productivity and save costs and providing support to its team through participation in peer groups, including those for C-Suite/CEO, HR, and operations/supply chain. DeSCo, always thinking toward improvement, was seeking additional ways to increase communication within their team.

MEP CENTER'S ROLE. In 2024, SD Manufacturing & Technology Solutions (MTS), part of the MEP National Network™, began offering a new assessment, "The 6 Types of Working Genius." Created by Patrick Lencioni, this assessment is described as "20% personality and 80% productivity." By focusing on clarifying which types of work give joy and energy and which types are draining and difficult, teams can adjust responsibilities to better tap into one another's strengths and avoid weaknesses, improving communication and productivity as a result. Working with MTS' Working Genius Certified Facilitator Stuart Giere, DeSCo was able to better understand their team's strengths and weaknesses, improving team communication and overall performance.

"Our leadership team had a fantastic experience with the Working Genius training. Stuart, the presenter, brought the material to life with insights that resonated deeply with each team member. His engaging approach not only helped us understand our individual strengths and working styles but also gave us practical strategies to elevate our collaboration as a team"

-James Girard, President, DeSCo Architectural Inc.

RESULTS



1 job created or retained



\$90,000 in cost savings



\$27,500 in new investment

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