

INJECTION MOLDING COMPANY LOOKS TO IMEC FOR LEADERSHIP DEVELOPMENT TRAINING

ABOUT MIDWEST MOLDING SOLUTIONS. Midwest Molding Solutions of Bloomington, Illinois, was established in 1996. The company offers a range of services including injection molding, design services, project management, tooling, automation, ultrasonic welding, assembly, and packaging with 20 employees.

THE CHALLENGE. Midwest Molding Solutions has been experiencing tremendous growth, leading to the promotion of several new managers with limited management experience. To address this leadership skills gap Midwest Molding Solutions determined they wanted to transform their managers from being just "doers" into effective leaders who would delegate tasks appropriately. They also desired to build the skills of their supervisors and team leaders to foster a more positive and effective work environment. To achieve these goals, Midwest Molding Solutions contacted IMEC, part of the MEP National Network™, to provide leadership training to their employees.

MEP CENTER'S ROLE. With the help of IMEC Technical Specialist Joanne Romero, who focuses on the people aspect within an organization, a plan was put in place to deliver four skills development workshops and address the largest gaps. These four courses included "Communication-Connect Through Conversations," "Coaching for High Performance," "Driving Change," and "Your Leadership Journey."

"Communication-Connect Through Conversations" emphasizes the importance of addressing both the business outcomes and the emotional aspects of conversations while "Coaching for High Performance" taught leaders multi-directional coaching skills and the proactive inquiry method to enhance team interactions. "Driving Change" helped equip leaders with the skills to turn resistance into commitment and inspire team members to embrace change, and "Your Leadership Journey" provided the knowledge and skills needed to transition from individual contributor to the leader role. This project significantly benefited Midwest Molding Solutions by enhancing the leadership team's ability to lead, communicate, and relate more effectively with their co-workers. IMEC's training services helped reduce turnover, improve attendance, and boost morale of the company's workforce. As a result, the company saw an increase in overall productivity and a more positive and engaged workforce, further strengthening their already good company culture.

"I was VERY happy with the training, and the content was very applicable to what we needed for our management team."

-Joe Diemer, President

RESULTS



1 job created or retained



\$16,000 in cost savings



\$8,000 in new investment

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