

## EOS ASSISTANCE LEADS TO A MORE PROFITABLE AND GROWING OPERATION

**ABOUT REBELLION FABRICATION, LLC.** Rebellion Fabrication is a leading provider of custom welding and fast-growing steel fabrication manufacturing services, employing approximately 50 employees in Wahoo, Nebraska. They specialize in innovative problem solving through welding and fabrication with a focus on the commercial, industrial and architectural industries. Their credo is innovative problem solving.

**THE CHALLENGE.** Partners Ross Gredys and Matt Cade were looking to maximize the potential of their company. Rebellion contacted Nebraska MEP, part of the MEP National Network, for a competitive assessment, which led to a meeting with the MEP's Director Matt Allmand. Allmand related his personal history of success using the Entrepreneurial Operating System (EOS) and how it could help grow Rebellion.

**MEP CENTER'S ROLE.** Rebellion signed on for EOS with EOS Certified Implementer Mike Yoder, who conducted an introductory 90-minute meeting with company leadership. Yoder then facilitated a regular schedule of implementation meetings that led Rebellion leadership to reorganize supervisory staff to play to their strengths and focus on creating operating efficiencies.

EOS has helped Rebellion Fabrication consistently operate at 80% strong or stronger in the Six Key Components™ of their business. Specifically, EOS has equipped Matt and Ross to stay on the same page as partners leading the business, develop a functional and cohesive leadership team, and develop the next level of leaders/managers to be more effective in their roles. On their journey to mastery of running a business on EOS, the leadership team has used the Rebellion Fabrication Core Values to get "the right people on the bus," thus building a strong and healthy culture that is unique to Rebellion Fabrication. Further, each "seat," or position, in the company is defined - the expectations are clearly communicated and measured, and every employee is held accountable to fulfill their role.

Through these efforts, they have built a Rebellion Fabrication Culture and people are aligned, focused on the right targets, and enjoy their work at Rebellion. The financial health and strength of the company has grown to a point where they are able to begin the planning and executing the next stage of growth in capacity, and the ability to work on more of the right projects with the right customers.

"Rebellion Fabrication is becoming the premier company we envisioned it to be by implementing the Entrepreneurial Operating System with the assistance of Mike Yoder and the Nebraska MEP. Our people are 'in the right seats', are empowered to make good decisions, and are more responsive to our customer's needs. This has resulted in more efficient performance and increased profitability."

-Ross Gredys, Founder, Innovative Problem Solver

## RESULTS



20+ jobs created and 20+ jobs retained



\$7,000,000 in new sales



\$250,000 in cost savings



\$300,000 invested in workforce



\$200,000 in expenses avoided

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