

## LEADERSHIP TRAINING SETS THE STAGE FOR IMPROVED OPERATIONS RESULTS AND LOWER EMPLOYEE TURNOVER

**ABOUT PIONEER PLASTICS.** Pioneer Plastics Inc., located in Marinette, Wisconsin, has been servicing Wisconsin and beyond for over 20 years. Utilizing an extensive list of plastics and additives, Pioneer supplies high quality injection molded and 3D-printed products in addition to value-added assembly services to an array of industries, including industrial, aerospace, sports, and recreational. The company has grown through the years with both facility and labor force additions to meet customer requirements.

**THE CHALLENGE.** Leaders have been promoted due to their knowledge and abilities, but many lacked the skills needed to lead people and improve the operation. Employee turnover has been an issue for Pioneer Plastics.

**MEP CENTER'S ROLE.** Since the 1940s, when it was created by the U.S. Department of War, Training Within Industry (TWI) has been a method for upgrading supervisory skills to build teams, train employees and improve operations while improving safety in all activities. TWI is a dynamic and proven method of hands-on training, learning and coaching for supervisors, team leaders and workers. WMEP, part of the MEP National Network™, used TWI-JI (job instruction), JM (job methods), JS (job safety) to address the skills gap that leaders were experiencing. TWI-JR (job relations) was delivered by WMEP prior to JI, JM, JS.

"Pioneer Plastics is happy with the training received and supports the work WMEP did. Employee turnover was an issue during the training but could not have been helped through the WMEP TWI work (not all leaders stayed with Pioneer Plastics throughout the training)."

-Alex Aretz, General Manager

## RESULTS



**\$100,000** new investment in plant and equipment



**\$50,000** in cost savings due to lower turnover

## CONTACT US



2601 Crossroads Drive  
Suite 145  
Madison, WI 53718-7923



(608)729-4160



[www.wicmp.org](http://www.wicmp.org)

