

## Situation

Today's manufacturing world requires advanced leadership capabilities and knowledge to help up-and-coming leaders increase their focus on the customer experience, supply chain demands, and becoming agile problem solvers. To do this successfully, new leaders need to develop the right balance of communication, collaboration, and strategic thinking.

IFH recognized this need and put in motion an opportunity to prepare and develop their talent bench strength to best meet those future challenges and create a viable long-term vision for business success.

"We have a great team of new leaders here at IFH and I want to ensure they have the formal developmental opportunities I was fortunate to receive as a new leader," shared Pat Murphy, Director of Operations. "I want them to grow as a team and lead more strategically as our company continues to grow."

"Creating an IFH Leadership Development Program is a great opportunity to enhance our culture and learn best leadership practices together as a team," said Brandon Stangeland, Plant Manager.

## Solution

IMEC technical specialists designed and led a leadership development program specifically for IFH incorporating their business and leadership goals; preparing their leaders to demonstrate and strengthen their operational effectiveness and their cohesiveness as a leadership team.

The program consisted of seven core leadership trainings focusing on proven techniques to enhance the company culture through engagement and using essential leadership tools to drive strategy. Individual and team coaching opportunities were also included and instrumental in helping them to become their best self while leading and influencing others more effectively.

"This program has allowed us to come together as a team with mutual respect while driving strategy forward," said Pat. "Collaboration can only make IFH stronger and will help us attract the next generation of leaders."

## Results

- Recognized as community leaders by providing industry training in local high schools and community colleges
- Increase in products being shipped due to proactive collaboration and problem solving
- Effectively managing change with installations of new equipment and lines
- Effective recruitment focus and DEI initiatives
- Provided clearer strategy alignment enhancing business impacts

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*Pat Murphy, Director of Operations - IFH Group*