

Success in **Workforce**

Employee Engagement Survey boosts continuous improvement focus on workforce culture shift.

TRITON MANUFACTURING



130 Employees



Monee, Illinois



www.triton-mfg.com

SITUATION

Over the last two years, Triton Manufacturing has been undergoing a culture shift. The focus of the shift was to unlock the creative ideas of all associates in the organization. Kyle Edwards, President of Triton Manufacturing noted “adding an emphasis on continuous improvement along with the culture shift would provide a tremendous continuous improvement engine that would help outpace our competition and strengthen our position in the marketplace.” Until now the culture shift has been slow moving so Triton turned to IMEC to embark on an employee engagement survey for a closer look at the workforce side.

SOLUTION

The Employee Engagement Survey would allow for Kyle and the Triton team to better understand employee’s thoughts about the company culture and yield useful results including information about the workforce attitudes and behaviors. Following the survey, IMEC was able to work with company leadership to understand the workforce gaps and develop an action plan to make improvements. Edwards added “the feedback really allowed us to jump in and form small groups of volunteers to improve in the areas of employee growth and development, manager effectiveness and pay and benefits. All key areas that would contribute to the overall culture shift we needed.” The byproduct benefit of the survey was an immediate increase in continuous improvement ideas from associates closing the gap to our culture shift initiative. And while the anticipated quantitative benefits of the survey and culture shift will take time to evaluate, Triton has been able to note significant improvement from several teams including:

RESULTS

- The growth and development group proposed a comprehensive cross training initiative that allows associates to learn new skills and be compensated for acquiring new skills, as well as a job rotation program to improve safety and gain fresh perspectives on continuous improvement ideas.
- The manager effectiveness team has implemented a renewed focus on employee relations with a foundation on three key elements: trust, respect and communication.
- The pay and benefits team has gathered information to benchmark pay scales per job description to ensure the team’s pay is competitive in both Will County and Cook County.

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- Kyle Edwards, President



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