



Engaging Your Workforce

The manufacturing industry is on the brink of its next great leap. But even the most advanced technology still relies on one thing to maximize ROI: its workforce. If you've invested in new technology — or simply want to maximize your traditional systems — employee development and retention can have a massive impact on your bottom line. So how can you best engage these valuable human resources? Here are some suggestions from Robert Schmidt, Senior Growth and Innovation Advisor at MAGNET, part of the MEP National Network.

Develop the Right Skills



Engage Your Employees With A Sense of Purpose

According to Gallop, only 25% of manufacturing employees feel engaged — the lowest percentage of all major occupations. How do we begin to turn this around? One way is to help employees understand the effect their work has on their communities. If each manufacturing worker understood how their job supported local prosperity, they would have a greater sense of purpose — and therefore become more engaged. Find out how to make this case to your employees.

Help Employees Understand Their Impact

UPCOMING EVENTS - PLAN TO ATTEND

LECP

Lean Enterprise Certification Program



Beginning January 14th in Dickinson!

The next session of the Lean Enterprise Certification Program is scheduled to start **January 14th** in Dickinson, ND.

Lean Certification is an evolutionary journey where your knowledge and experience work together to create a depth of expertise upon which you can keep building. It weaves innovative ways of thinking and doing business with real-world applications and results. Lean Certification not only helps you attain the knowledge, it validates it. It is the only nationally recognized Lean Certification program; using standards developed and judged by the Society of Manufacturing Engineers (SME) in partnership with Association for Manufacturing Excellence (AME) and the Shingo Institute.

[If you are interested in participating in this LECP training, please click here to read more about the program and complete the Commitment Form.](#)

If you have questions, please contact David at 701-202-7876 or email davida@impactdakota.com.



EXPORTECH™
An Export Acceleration System
for Achieving Profitable Growth

Click here for information!

Beginning during the first quarter of 2020!

- *Are you struggling to take your product international?*
- *Are you turning away sales inquiries from potential international customers because you don't know how to handle them?*
- *Are you frustrated by the lack of direction in your international sales?*

ExporTech is the program for you. The program combines group workshops with individual coaching for each company, leading to an export plan in just 10 weeks. The peer group model, limited to leaders from 4-8 companies, maximizes impact and propels action. The innovative customized workshops help companies extract the specific information they need. Finally, the program builds connections to a team of export organizations that help participating companies go-to-market and implement their export growth plans.

Mark Your Calendar

» **UPCOMING EVENTS**
Please [click here to register](#) or for more information on the following events.

[Lean Enterprise Certification Program](#)
Dickinson - January 14

[ExporTech](#)
Beginning First Quarter of 2020

MANUFACTURING in Lehman's Terms



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Succession Planning Optimization

I hope everyone is enjoying their fall! I just attended the 2019 Main Street ND Summit in Bismarck, and the topic of succession planning came up. The discussion was in the context of Main Street businesses in our rural communities where it's getting harder to find electricians, plumbers, grocery stores, etc. I feel some of these businesses (including manufacturers), may be saved through succession planning.

[Click here to read full story.](#)

Making an Impact Since 2001 ...

Client Results*

» **\$357** MILLION IN NEW AND RETAINED SALES

» **\$109** MILLION IN COST SAVINGS

» **\$204** MILLION IN NEW INVESTMENTS

» **3,605** JOBS - CREATED OR RETAINED

*Determined by an independent third-party survey.



Combining Lean Enterprise Certification Program and Quick & Easy Kaizen generated \$153,000 in savings and 243 implemented ideas.



Job Instruction Training enabled 75% reduction in set-up time and 50% reduction in deviations from standard procedures.

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Impact Dakota is the official representative of the MEP National Network in North Dakota.

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