

# Case Study: F100 Medical Products Manufacturing Company

## *Strategic Planning, Succession Planning, Career Management & People Development*

Drivers	Project Scope	Organizational Results
<ul style="list-style-type: none"> <li>• Changes in technology threatened growth of key business area</li> <li>• Rapidly changing industry required change in business strategies to remain competitive</li> <li>• New technology displacing 300 workers</li> <li>• Transition of those with no future at the company with minimal disruption to the business while treating them with dignity and respect</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic Planning and Implementation Process Championed by six Strategy Advisors</li> <li>• Develop and implement a career development system for QA – 7 plants in U.S. and Puerto Rico</li> <li>• 34 manufacturing line supervisors trained to deliver career workshops to 2,500</li> <li>• Supported a shift in Corporate Culture to employee ownership of their careers</li> </ul>	<ul style="list-style-type: none"> <li>• Lack luster business unit became the source of benchstrength for seven manufacturing plants in next two years</li> <li>• New multi-million dollar company was started because of strategic planning exercises</li> <li>• Increased bench strength for key manufacturing positions</li> <li>• Innovations in process improvement, staffing and unique employee contributions attributed to the program</li> <li>• Over 2,500 employees and managers had specific career goals and career discussions</li> <li>• Three other Functional areas emulated the approach with high success</li> </ul>