

SKILLS TRAINING FOR NEW SUPERVISORS LEADS TO GROWTH AND IMPROVED EMPLOYEE MORALE

ABOUT TERUMO AORTIC. Terumo Aortic (formally known as Bolton Medical) is a global medical device manufacturer located in Sunrise, Florida. A division of Terumo, located in Scotland, Terumo Aortic was established in 1998. Terumo Aortic is dedicated to saving lives by developing solutions for aortic and peripheral vascular disease. The company manufactures aortic stents to treat thoracic, abdominal, and peripheral aneurysms; acute and chronic dissections; and peripheral occlusions.

THE CHALLENGE. Terumo Aortic has seen significant growth in their business, which has led to the expansion of operations and employment levels. This prompted the company to promote employees into supervisory positions. Terumo recognized the need to train the new supervisors on what it means to be a leader in the organization. Terumo subsequently reached out to the South Florida Manufacturers Association, part of the FloridaMakes Network and the MEP National Network™, to assist with this training.

MEP CENTER'S ROLE. The FloridaMakes Network held a virtual, 6-session introductory supervisor training class for nine (9) supervisors, led by HR Vision Consulting, to provide the company's new supervisors with training to hone their leadership skills. Following this introductory class, the company requested additional training and coaching of the supervisors. This additional training was conducted over a 90-day period and consisted of an in-depth view of leadership, one-on-one coaching in "live" situations within the company, and group sessions with the supervisors' management team. This training was instrumental in the participants' growth into a leadership role and entrepreneurial thinking, benefiting the company through improved efficiencies, better quality, improved employee morale, and an overall positive financial impact for the company.

"As Terumo Aortic experienced significant growth that led to an increase in our staffing, we needed to expand our number of supervisor positions. Thanks to the FloridaMakes Network, we were introduced to HR Vision Consulting, who delivered the leadership training we needed for our newly promoted supervisors. HR Vision Consulting listened to our needs and implemented a 90-day program that helped us meet the challenges of our growth with in-depth and individualized leadership training that has resulted in further success for our company."

-Donna Bean, VP of Human Resources

RESULTS



35 new jobs created; 200 jobs retained.



\$3,500,000 in new sales



\$4,500,000 in new purchased equipment



\$2,000,000 in new software and information technology invested



\$270,000 invested in workforce development

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