

## Upcoming Events

### New Employee Orientation

Hosted by The Center for Competency Development.

May 21, 2024

8:00 a.m. - 9:30 a.m.

Presentations are scheduled for 90 minutes, and can be attended live or virtually.

Cost to attend is \$40 per person. Registration is required.

#### Contact

jackie.krawczak@kabu.net

## Equipped Live

The next Equipped Live is scheduled for May 20, 2024 at 6:00 p.m. Additional details will be emailed in advance of the event.

Equipped Live feedback is always welcome.

Questions to be answered live can also be submitted in advance.

#### Contact

jackie.krawczak@kabu.net



## this issue

Integrity pg.1

The Center Update pg.2

A Career Story pg.3

Mind Full or Mindful pg.4

## Core Value/Guiding Principle: Integrity

Over the next several months, we are going to use this space to discuss each shared Core Value of the IFMC. The Mission/Vision/Core Values document is a road map to personal and team success in the IFMC.

### Integrity:

**Possession of and adherence to accepted values even when such adherence involves personal cost.**

When someone acts with integrity the following are behaviors you would witness from them:

Trustworthiness / honesty  
Consistency in behavior  
Ethical decision-making  
Professionalism

Sometimes acting with integrity means putting aside your personal desires and doing what is best for the organization/group. As an example, in the IFMC this might show up in working extra hours to help make up time for someone who is out due to an extended illness or family emergency.

### Self-reflection:

- Do you make decisions as to what is best for the whole of your team, or only with the perspective of what is best for you?
- Do your co-workers know they can count on you to consistently be a team player?
- Do you act the same when your leader is around as you do when he/she isn't?

We all have integrity at least sometimes. The goal is to have integrity all of the time. Seek to learn in what situations you have the highest integrity and what situations tend to leave you with room for improvement and then do the work to get to greater integrity more often.

## More Training Opportunities from The Center

The Center for Competency Development is active with training opportunities for employees of ESI clients.

Recently, a second round of Engineering Principles courses were instructed by Pat Hantz (photo to the right). The courses covered details on friction, horsepower calculations, chains, shaft sizing and beam deflection calculations.



Because so many people signed up for the engineering principles opportunity, the group of attendees was split into two cohorts, based on IBU. The second round of classes will be in early May and is sold-out.

The Center is also bringing back the A-3 Problem Solving workshop, with four date options for interested people to choose from (see flyer below). These workshop options are being offered after an initial A-3 Problem Solving workshop was held in 2023, also in partnership with the

Michigan Manufacturing Technology Center. The feedback from the first workshop was very positive, and other IBU leaders shared interest in sending team members to learn about problem-solving, should a new opportunity arise.

Additionally, some IBUs have recently participated in training about the Mission, Vision, and Core Values of the IFMC, with the goal of helping incorporate the MVV's more extensively into their daily work.

Training ideas can be shared with leadership of The Center by sending an email to [info@thecompetencycenter.org](mailto:info@thecompetencycenter.org).

Other details about training opportunities through The Center can be found at [thecompetencycenter.org](http://thecompetencycenter.org).

## About Hiring...

Year-to-date, ESI has connected over 125 people to open positions with ESI clients. In the last couple of months ESI's recruiting team has received over 1,500 applications. Some of those were people who were displaced by the closing of DPI in Alpena. Many of those displaced workers have competencies that fit with ESI clients' needs, and we are happy that we were able to find a place for them to continue their careers. Even though those numbers are great there are still lots of opportunities in the IFMC, as ESI clients remain busy.

With over 70 positions still open (many with multiple openings for a single position title), ESI is looking for talented and hardworking people to join our clients' teams. ESI clients have openings for entry-level manufacturing all the way to VP of Operations positions. All these positions are critical for ESI clients to fulfill their promises to their customers.

If you know anyone who you think would benefit from, and bring value to, ESI clients, please direct them to [www.358-jobs.com](http://www.358-jobs.com) to apply.



## A-3 PROBLEM-SOLVING WORKSHOPS

This hands-on training will establish a standard work process to increase effectiveness of problem-solving efforts.

Participants complete activities using a case study and real-life examples to receive their certificate. Participants will learn and apply: grasping the situation and defining the problem, apply the plan-do-check-adjust cycle, use of an A3 to develop the plan and tell the story, learn to sustain problem-solving gains.



### FOUR CLASS OPTIONS AVAILABLE

DATE: **May 6** | LOCATION: **Maritime Heritage Center Education Room**

DATE: **May 7** | LOCATION: **Maritime Heritage Center Education Room**

DATE: **May 13** | LOCATION: **ACC, Center Building - Room 106**

DATE: **May 14** | LOCATION: **ACC, Center Building - Room 114**

TIME for all class options: **8am-4:30pm** (Space is limited to 12 participants per class)  
Cost: **\$425 per employee** | Includes: Training, Training Materials and Lunch

### TO REGISTER CONTACT:

Jackie Krawczak by email: [jackie.krawczak@kabu.net](mailto:jackie.krawczak@kabu.net) or  
phone: 989.358.6175

## Leadership Brags

The following brags were submitted to ESI for publication.

John Diamond submitted a note about Alan Kaschner retiring from the IFMC after almost 45 years! Read the article below for more information about Alan's noteworthy career!

Leaders may submit brags for future editions to [jackie.krawczak@kabu.net](mailto:jackie.krawczak@kabu.net).



## Congratulations, Alan Kaschner, on Your Retirement!

It isn't often that someone spends more than 40 years with the same employer so when they do, they deserve to have their career story told.

Alan Kaschner is retiring after nearly 45 years with the IFMC. He began in June of 1979, when he was in 10<sup>th</sup> grade. That was when there was one office building for all of what was then only Omni Metalcraft Corp. He started out working for his dad at Omni, drawing rollers. He worked part time while attending high school and then Alpena Community College, and



worked summers when he attended the University of Wyoming. Upon graduation with a degree in Industrial Operations Management, he didn't love the thought of working with his dad so even though he wanted to stay in Northern Michigan, he was going to apply for several different positions in Southern Michigan.

When Ron Winter reached out to Alan, asking him to meet for lunch, Alan wasn't sure just what to expect. But Ron asked Alan to stay with the organization working directly for him. He agreed and began by leading a brand-new department for Omni called Product Development. By the end of a decade in that role, the team had grown to 26 people and sales for these new products increased to \$20 million annually. This team handled marketing, design, prototyping, drawing standardization, literature and pricing tool development. Alan is very proud of this segment in his career.

Throughout his first decade with the IFMC after college graduation, Alan was constantly trying to show Ron and Greg the growth of each new product and created metrics to track their growth. When the new concept of Product Market Focus was rolled out, Alan was asked to work with all IFMC IBUs to assist in metric development. This led to working with NSI. Instead of developing material handling equipment, he assisted in developing financial tools to help IBU leaders.

From there, Alan became the first Financial Manager in the IFMC and moved to IPS working with John Diamond to build a Finance team that works within the chain of command of each IBU. The Finance team is now about 10 people strong.

Alan is finishing his career with the IFMC as a Vice President of Finance – Operating Income for 61 IBUs.

We asked Alan what advice he would offer to someone just starting out in the IFMC and shared that there is a lot of opportunity for those who choose to put in the extra effort and can get results. He said to always give more than you get, and you will receive benefit from that. But, if you don't get that benefit, find somewhere else that will reward it. Through his entire time in the IFMC, Alan has never felt the need to look elsewhere. He appreciates that the IFMC is not afraid to let people fail, and because of that he encourages people to go after things and learn from the experience.

Alan will leave the IFMC with many great memories, but he said that one of the greatest is having had the opportunity to watch people grow and excel, knowing he was hopefully part of their success through his mentoring and teaching.

Alan's talents and value will be missed by many in the IFMC, but we wish him well in retirement as he fishes in his new boat, spends time in his new garage, and travels to all the places he wishes to visit! *(pictured are Alan and his wife, Kim)*



# Your Health Matters

A message from USI, ESI's health insurance broker.



Employment Services, Inc



## Contact ESI

### Newsletter:

Jackie Krawczak  
989.358.6175  
jackie.krawczak@kabu.net

### Benefits:

Brandi Anderson  
989.278.3136  
brandi.anderson@kabu.net

### Career Opportunities:

Ashley DeFisher  
989.358.6289  
Ashley.defisher@kabu.net

### Misc. HR Questions:

info@358-jobs.com

### Misc. Opportunities / Competencies / Career Questions

989.358.JOBS (5627)  
jobs@358-jobs.com

Find ESI on



## Mind full or Mindful? | *Put this practice at the top of your to do list!*

In this time of incredible stress, working from home, home schooling and more— how you cope and take care of your mental, emotional and overall health is extremely important. Mindfulness meditation and taking time to focus, be aware without judgement and be kind to yourself— has many benefits.

### Why Practice Mindfulness?

Studies have shown that practicing mindfulness, even for just a few weeks, can bring a variety of lasting physical, psychological, and social benefits.

**Decrease Stress** – Mindfulness improves emotional regulation, leading to a better mood and ability to handle stress<sup>1</sup>.

**Improve Focus** – Studies suggest that mindfulness helps us tune out distractions and improves our memory, attention skills, and decision-making<sup>2</sup>.

**Change Brain Response** – Research has found that even eight weeks of mindfulness meditation practice may alter the ways in which emotions are regulated and processed in the brain<sup>3</sup>.

### How to Begin a Mindfulness Journey

**Keep it simple** – It's about stopping to smell the roses. As with any endeavor, it takes commitment and practice to reap the benefits. Think of it as training a different set of muscles you've never worked on before. Each session becomes easier and more fulfilling as you move along.

*Even a brief, 1-5 minute daily practice can result in more efficient reasoning and better self-regulation.*

**Know Your WHY** – There is no singular "right" reason to start mindfulness so long as it's right for you.

Sources: 1. Positive Psychology – 23 Amazing Health Benefits of Mindfulness for Body and Brain, Courtney E. Ackerman, MSc., 2/4/2020. 2. Davis, D. M., & Hayes, J. A. (2012). What are the benefits of mindfulness. Monitor on Psychology, 43(7), 64. de Bruin, E. I. And Remmers, Topolinski, & Kooze, 2016. 3. Lucid Living.org (2 013, November 23). 5 tips for a regular mindfulness practice. Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussions or opinions be construed as legal advice. Contact your broker for insurance advice, tax professional for tax advice, or legal counsel for legal advice regarding your particular situation. USI does not accept any responsibility for the content of the information provided or for consequences of any actions taken on the basis of the information provided. © 2020 USI Insurance Services. All rights reserved.

### How to Begin a Mindfulness Journey

#### Find the right motivation and intention.

Remind yourself WHY you practice WHAT it can do for you!

#### Find the right attitude and attention

- Each practice will be different
- There is no bad way to become mindful

#### Find the right time and timing

- Some days a few minutes
- Other times longer to improve the experience

#### Find the right spot and posture

- Feel safe and secure
- Be comfortable

#### Find the right routine and stick to it!

While the particulars of each session will change, make a minimum commitment and stick to it – you'll be glad you did!