

Upcoming Events

New Employee Orientation

Hosted by The Center for Competency Development.

February 18, 2025
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 February 17, 2025 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 be submitted in advance.

Contact
jackie.krawczak@kabu.net



this issue

Core Value of Agility pg.1

2024 IFMC Initiatives/2025 Objectives pg.2

Leadership Brags pg.3

Nutrition 101 pg.4

Core Values/Success Strategies: Agility

We are using this space to discuss each shared Core Value of the IFMC. The Mission/Vision/Core Values document is a valuable road map to personal and team success in the IFMC.

Agility: To quickly sense and respond to every changing circumstances.

In an organization that values agility, you are likely to experience:

- An openness to change as shifting priorities and strategies are embraced as opportunities and not seen as disruptions
- Continuous learning opportunities so employees can continue to develop competencies
- Collaboration and transparency
- Empowerment and autonomy
- A customer-centric focus with proactive problem solving and effective feedback loops
- Innovation and experimentation; streamlined processes

Self-Reflection:

- Do you adapt quickly to change?
- Do you seek to understand the why behind a change so you can more easily adapt?
- Do you ever lead efforts to respond to changing circumstances?
- Do you assist others in adapting to changing circumstances, helping them understand the reason for the change?

A Recap of the 2024 Initiatives and a Look to the 2025 Objectives

The IFMC, or Interdependent Free-Market Consortium is the unofficial group of which ESI clients are a member. The IFMC operates like an economy, meaning it is a complex system of interrelated and interdependent businesses.

The overarching strategic initiative for the IFMC members is to engage in economic gardening. Economic gardening is a strategy to grow from within, focusing on growing existing businesses within a community (the IFMC). The model focuses on strategies like developing new markets, refining business models, gaining access to data and competitive intelligence and reducing friction for businesses to grow.

The 2024 Initiatives, many of which continue being worked on into 2025, can be understood through the following brief descriptions.

Metrics that Matter

This team is seeking to facilitate the continuous improvement of meaningful metrics to members of the IFMC. They are taking inventory of the metrics (performance measures) that are currently available and surveying IFMC members for metrics that would add value but are not currently being tracked. Their goal is to improve or develop metrics to provide clear, useful, and actionable information to help each Bonus Generating Machine (BGM) optimize its performance.

Near Real-Time Reporting

This team is reducing latency to reporting to get reporting done in less than 72 hours. Team members evaluate, refine and edit processes to develop shorter lead times of performance metric availability. The team is currently working on latency reduction of Turquoise and Product Cost reporting and will continue to work through reports that provide the highest value and have the greatest urgency.

Smart Leases

This initiative is focused on automating and streamlining leasing processes. The first step is to digitize an existing lease. This involves deploying a digital version of the lease on blockchain, which is the initial phase in a series of projects related to developing a comprehensive Smart Leasing Platform. The project is currently in the pilot phase and the team has developed a proof-of-concept demo platform for the digital lease. They are testing the platform in a sandbox environment and making refinements before moving to a live environment.

Economic Opportunities

This initiative focuses on customers and net present value (NPV).

The customer component is focused on growing inter-IFMC customers. The team has created a target list of 34 companies to start. Team members are sharing details of the IFMC with each of the identified companies. Four have already become new customers.

The NPV team is focused on discovering and onboarding new IFMC businesses by providing financial management and technology services to increase revenue channels. Additional specialized services are available including security, cyber, AI integration, and information gathering consultation. Two new businesses have been launched, Zimax Industrial Products and Advanced Battery Concepts. Regensis Corp. provides premier due diligence services for private investors, minimizing investment risk.

Subject Matter Experts (SMEs)

The Subject Matter Experts initiative seeks to develop a way for Vice President-level team members of the IFMC to discover and navigate Unique Value Propositions offered by IFMC member companies. The project aims to enhance accessibility and understanding of these resources by creating a directory of SMEs of each BGM who can readily explain the unique value propositions of their BGM in response to intra-IFMC queries. Regensis Corp. is building a Copilot Agent that will become the primary search engine for all things SME.

Top Gun

The Top Gun initiative works within the Center for Competency Development with a goal of building competencies in an action learning environment where team members of IFMC member organizations collaborate to solve a real problem and emerge from the process as SMEs for that problem. They would then be able to pass their knowledge and skill to others in IFMC member organizations in their respective circles of influence. The project is in its first prototype with ten team members of various BGMs involved in the initial cohort.

Bill of Competency

This initiative seeks to develop a Bill of Competency to be released with the Bill of Material for a job. As a pilot, the team is working with Metal-Tech on securing data to better understand the time that processes take, in a form that Sabre Technologies can then use to write a program.

2025 Objectives and Key Results (continued from page two)

Moving into 2025 objectives, the following are the objectives and key result goals which seek to grow the economic gardening efforts.

Objective 1: Grow value delivered to customers and subsequently bonus production capacity by 35%

Facilitate Economic Gardening: 35% CAGR of Gross Consortium Product through In-Spec Value Streams

Grow Competency: Continuous Improvement of existing Metrics That Matter

Add assets to support the competencies: Key result(s) are yet to be defined

Objective 2: FIX Out-of-Spec BGMs

Increase Operating Income: Decrease Operating Losses from Out-of-Spec BGMs by 80%; Increase Operating Income from Out-of-Spec BGMs by 80%; Decrease number of Out-of-Spec BGMs by 80%; Decrease average number of weeks BGMs are Out-of-Spec by 80%

Objective 3: Perform Preventative Maintenance and Continuously Improve In-Spec BGMs

Optimize Hedgehog Overlap: Improve average per person productivity by 5%

NPVI: Optimize average NPVI of non-exempt BGMs to 25%

Leadership Brags **The following brags were submitted to ESI for publication.**

Charles Kennedy, VP of Operations for Rack Engineering Division, LLC (RED) would like to recognize the RED team on their 2024 success. RED had a goal to increase combined sales growth by 65% over 2023 numbers. The team surpassed the goal, ending the year with a 69.4% increase over 2023.

Charles shared, “I am both blessed and honored to work alongside the amazing team at RED. Each team member has a unique set of skills, talents, and backgrounds (from retail sales to Hollywood) giving the team diverse

knowledge. Their diversification combined with their dedication, passion, teamwork, and drive to succeed is an inspiration! I look forward to our future growth as a team and as a company.”

The team consists of Bryan Abram, Dave Hornick, Jake Marino, Dan Mitchell, Kelli Mousseau, Jim Page and Mark Schneider.

They put forth every effort to make it happen and couldn't have done it without the work of other IFMC businesses including Husky Products and Duram Mfg. Congratulations RED team, on an excellent 2024 and best wishes for a successful 2025!



Doug Roznowski submitted this retirement announcement to recognize and show appreciation for Chris Orban. After more than 29 years in engineering with Omni Metalcraft, Chris has retired. Chris enjoyed his time with Omni, especially the people. He said he has great appreciation for the shop folks for always making his work look great. He enjoyed nearly every project he worked on but one of his favorite things was working on CDLR curves. He also liked that his work was a challenge and kept him engaged. In his retirement, Chris plans to travel more, visit grandchildren more often and watch his grandchildren play sports as much as possible, as they are involved in several. Congratulations Chris, and thank you for your nearly three decades of commitment and value!





Your Health Matters

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



Nutrition 101



Macronutrients and micronutrients are essential elements that can be found in whole foods as well as through supplementation.

Macronutrients

Macronutrients have caloric value and consist of carbohydrates, fats and proteins. Everyone's macronutrient needs differ depending on gender, weight, goals, activity level, health status, and other factors.

Carbohydrates serve as the body's main energy source by breaking down glucose from food. Some examples of carbohydrates include fruits, vegetables, grains, pasta, rice and breads.

Fats help the body absorb fat-soluble vitamins A, D, E and K. Foods that provide healthy fats include avocado, nuts, fish, olive oil and other oils.

Proteins help the body build and repair muscle. Foods high in protein include beans, legumes, eggs, various meats, and dairy products.

While everyone's dietary needs will differ, The Dietary Guidelines for Americans recommends a well-balanced diet consisting of:



45% to 65%

of calories from
carbohydrates



20% to 35%

of calories from
fat



10% to 35%

of calories from
protein

Micronutrients

Micronutrients include vitamins and minerals, and our bodies need these in much smaller amounts.

Vitamins can help prevent infections, promote healthy aging, reduce anxiety and stress, and cover your nutritional bases. Eating a balanced diet with plenty of vegetables, fruits and whole grains should provide the vitamins your body needs. However, it's not always possible to eat healthy meals, so taking supplements may help.

Minerals are found naturally in the earth and in food. Examples include calcium, sodium, potassium and magnesium. Minerals have many functions in the body, including helping maintain hydration and proper hormonal balance.

Consult your physician or a registered dietician about your specific macronutrient and micronutrient needs.

Sourcer:
General Data
www.usi.com

Treatment Disclaimer: This material is for informational purposes and is not intended to be exhaustive nor should any discussion or opinion 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. © 2021 USI Insurance Services. All rights reserved.

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

