

Future Foam



"Since utilizing Pre-Emptive Leadership we have seen large productivity improvements in our production facilities. One example: Our foam pouring teams have increased efficiency 32% in three months with the same people and the same equipment."

Bruce Schneider
CEO
Future Foam

CHALLENGE

Future Foam, Inc. began producing foam in 1958 for the furniture industry. Today Future Foam produces foam at five strategically located foam pouring and carpet cushion plants as well as fifteen fabrication plants. The management structure is decentralized with each operating unit functioning semi-autonomously. Aggressive investments in equipment and facilities were made to fully provide each unit the ability to compete and prosper.

The senior leadership felt that given the level of automation and state of the art equipment productivity could be greatly enhanced. To do so in a relatively quick time frame we needed to get:

- Everyone at Future Foam, from top to bottom, living the company's core values
- Each manager's leadership skills to match his or her technical skills
- The leadership team to focus on leading in addition to fixing
- A customer needs/innovation focus opposed to an internal focus
- All employees communicating effectively to minimize misunderstandings

SOLUTION

Work with all managers and employees at all locations:

1. Jump start the process using the Empower System with all managers
2. Use an abbreviated version of the Empower System with all employees
3. Follow up with departmental coaching, team coaching, and individual coaching

RESULTS

The coaching phase of this initiative was done simultaneously with the training phase. The overall results were better than Future Foam expected and attributed to the front loaded coaching meetings that resolved old issues and misunderstandings that had been road blocks to optimum performance. The results:

- Employee retention markedly improved
- Unproductive behaviors transformed into teamwork
- Ideas to improve productivity and quality were listened to and acted upon
- Meetings went from tedious to brainstorming sessions with immediate results
- Employees believe in the core values, understand why they are important, and are living them
- Team work, morale, and productivity has greatly improved

ABOUT XCELOGIC

Xcelogic is a recognized leader in leadership, communication, and culture integration training. Hundreds of corporate, government, and non-profit clients use our powerful, intuitive system to quickly and effectively develop their people **into world class leaders**.

We know how people learn. We also understand how organizations work. We believe that our superior learning and communication system, when made widely available across your organization, provides a distinct competitive advantage that is not easily duplicated.

That's what Xcelogic is all about – economically putting the power of highly developed leadership and communication skills in the hands of everyone who needs to be at the top of their game. Our goal is to train, develop, and motivate the people who will move your organization forward.