

Y-12 National Security Complex



"The most successful organizations never stop funding their most critical competencies – leadership, innovation, safety, quality or anything else. For virtually all companies, a vital part of its core is the continual development of employees. Yet it's remarkable how many companies cut or eliminate training and development in a downturn. The best never do."

George Dials
President and CEO
Y-12 National Security Complex

CHALLENGE

The Y-12 National Security Complex is a premier manufacturing facility dedicated to making our nation and the world a safer place. Operated by B&W Y-12 for the National Nuclear Security Administration, Y-12 plays a vital role in the Department of Energy's Nuclear Security Enterprise.

B&W Y-12 needed its leaders to work more effectively to better handle the increasing pressure of reduced financial resources while at the same time boosting performance. They also wanted a better working relationship with the NNSA site personnel.

Over the years there were initiatives that failed to produce results. Those attempts with multiple programs would make it more difficult to get buy-in from employees on any new initiative.

SOLUTION

1. Work with the senior leadership team in an executive retreat format to learn more about the current situation, their expectations in each area of responsibility, follow up with them about specific results, and coach them as a team on a regular basis.
2. Get the top 500 managers on board with this new initiative and train them utilizing Xcelogic's Empower Six Step Leadership and Communication System.
3. Make sure each manager trained learns the Empower System, internalizes it, and applies it agency wide.
4. If we were successful the NNSA site personnel would also join in to enhance their working relationship with the B&W Contractor personnel and the site employees.
5. Train and certify 5 internal trainers to finish training the remaining 1000 managers.

RESULTS

Even the most hardened managers bought-in to the Empower System and made great progress because they saw immediate and astounding results in themselves and their co-workers. The overall results:

- Productivity and morale are up significantly and grievances are almost none existent.
- The "toughest nuts to crack" are the most ardent supporters of the Empower System
- The program is still in full use today (3 years later) and internal trainers are still holding classes
- The NNSA personnel did join in the program and it has greatly enhanced their working relationship with B&W personnel and the site employees.
- The training has helped everyone grow as leaders and come together as a team.

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.