



distinctions

Training & Leadership Development

Client Profile

Our client is one of the world's leading consumer companies for automotive products and services.

Challenge

Our client wanted to develop a training and leadership program that crossed labor/union lines to build a cohesive team between our client's Management and the UAW. There were certain guidelines, internal policies and time restrictions that needed to be enforced, and there were certain political nuances that had to be overcome between the union and non-union participants. Distinctions, Incorporated was brought in to design, develop and deliver the training and leadership program.

Solution

Distinctions, Incorporated began the project by meeting with the different management/leadership teams (union/non-union) to gain a clear understanding of course objectives, outcomes and the training metrics. A joint leadership project team was created including both union and non-union members to address any concerns and challenges. Consensus building and decision making was integrated into the process.

Result

A nine-session (4 hours each session) training and leadership program was designed and delivered by Distinctions, Incorporated that complied with all guidelines and addressed all training objectives. Specific metrics were established for 3 and 6 months post training and 110% of metrics were realized. This pilot program earned the endorsement of the UAW and our client, and became a 'highly recommended' status in course listings for our client's leadership curriculum. A train-the-trainer program has since been designed and implemented at Ford to offer the program on a more frequent basis.

