

# CASE STUDY:

## STAFFING A NEW PLANT USING HIGH PERFORMANCE HIRING TEAMS™



*“From day one, our front-line operators exhibited the highest level of teamwork I’d ever seen. They have a strong work ethic, self-initiative, and are ready to learn.”*

*“Using this process, it’s amazing how quickly new team members feel a part of an elite group.”*

A national producer of biofuels with high-tech plants located throughout the US turned to HPWP Consulting to attract and select staff for their greenfield (new from the ground-up) plant.

Soaring fuel costs, shrinking petroleum reserves and environmental concerns have spurred the growth of the sustainable energy market. Determined to make a difference, this biofuel company was founded to provide energy independence and environmental sustainability.

As a start-up endeavor in a rapidly growing market, the company had to bring new plants online quickly. From the beginning, they made a commitment to hire “the highest caliber employees” to position their plants for maximum performance. However, staffing an entire plant was daunting. What process would ensure they were getting the absolute best employee? Would new employees work as a team? Could the new hires emulate the company’s core values of innovation, quality and reliability?

### HIGH PERFORMANCE HIRING TEAMS™

Many key leaders had already participated in the High Performance Leadership Workshop™ and were actively implementing HPWP principles such as employee engagement and adult-to-adult communication. Thrilled with the positive changes in their culture, they chose HPWP Consulting to help them staff their greenfield (new from the ground-up) plant.

HPWP Consulting delivered the High Performance Hiring Teams workshop on-site. It equipped leaders with a process for:

- Selecting Hiring Team members;
- Establishing hiring standards and criteria;
- Interviewing candidates to determine character—not just skill set; and
- Building teamwork for newly hired employees.

Using the hiring criteria learned in the workshop, the company screened 1,200 applicants, administered work simulations to 150, and hired over 40 front-line operators. “We were stunned by the results,” said the Director of Plant Operations. “From day one, our front-line operators exhibited the highest level of teamwork I’d ever seen. They have a strong work ethic, self-initiative, and are ready to learn.”

### A MOTIVATED AND ENGAGED WORKFORCE

By using High Performance Hiring Teams, the company established a solid foundation for their plant’s future. Today, they have a motivated and engaged team who are taking the initiative for resolving problems on the line, conducting peer coaching and cross-training to ensure success is “part of everyone’s job.”

Greenfield plant start-ups are the culmination of millions in investment dollars and countless hours of planning. For this biofuels company, trusting HPWP Consulting with that investment yielded a motivated, high-caliber workforce.

