



CASE STUDY

STAFFING A NEW PLANT USING HPWP MASS HIRING SIMULATIONS™

“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.”

HPWP MASS HIRING SIMULATIONS™

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 Group to help them staff their greenfield plant

A national producer of biofuels with high-tech plants located throughout the US turned to HPWP Group 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?

HPWP Group delivered HPWP Mass Hiring Simulations™ on-site. It equipped leaders with a process for:

- Significantly improving the predictability of hiring
- Dramatically raising the bar on hiring standards
- Ensuring the highest caliber of new employees

Using HPWP Mass Hiring Simulations™ 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 HPWP Mass Hiring Simulations™ the company established a solid foundation for their plant’s future. They were able to hire a motivated and engaged team known for taking the initiative to resolve problems on the line, adopting peer coaching and cross-training to ensure that 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 Group with that investment yielded a motivated, high-caliber workforce.

