

Evolving Company Culture

A Pilot Program for Employee Retention



KANSAS
MANUFACTURING
SOLUTIONS

Kansas Manufacturing Solutions



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“KMS helps Kansas manufacturers solve problems so they can better compete and grow in the domestic and global marketplaces.”



• IS YOUR COMPANY EXPERIENCING:

- Higher Turnover
- Absenteeism
- Increased Workplace Conflict
- Poor Work Performance – decreased productivity
- Higher Healthcare Costs

Adverse Childhood Experiences (ACEs) are potentially traumatic events that occur in childhood and adolescence.

- **Toxic stress from ACEs can change brain development and affect how the body responds to stress.**

- CDC.gov



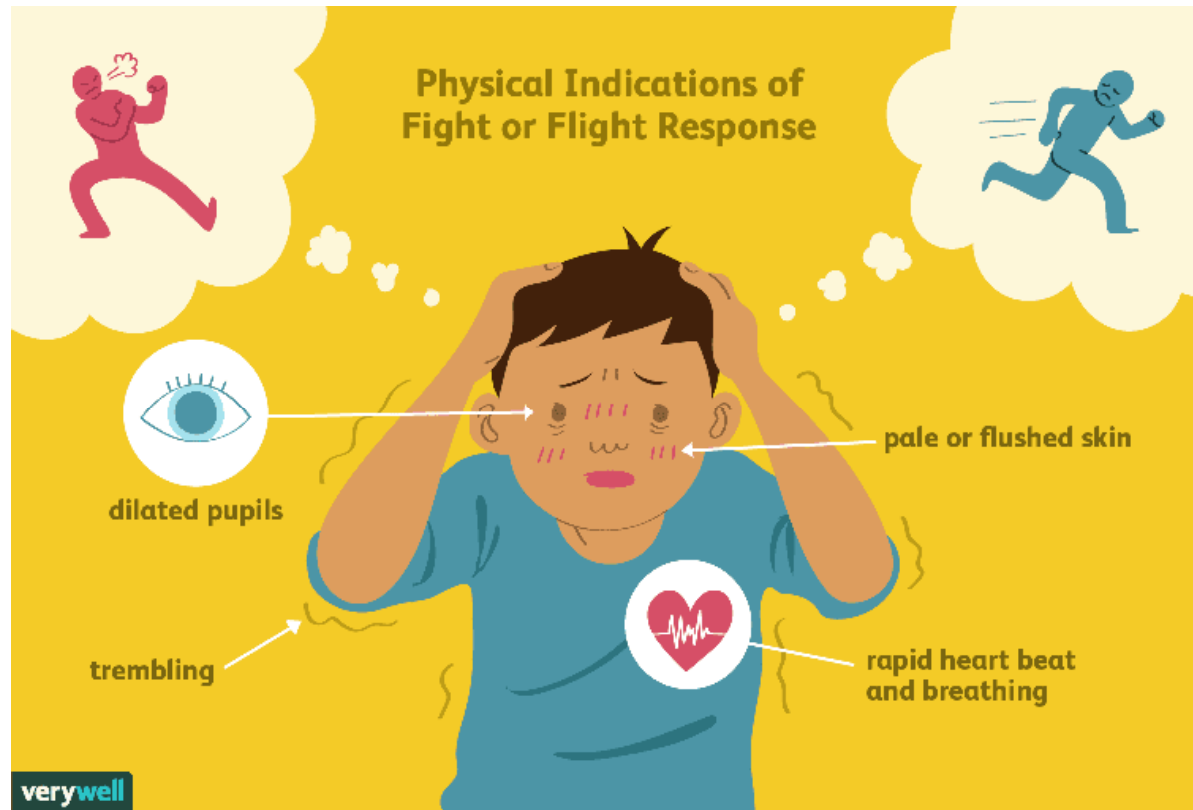
Toxic Stress Response in Children/Adolescents



- The hypothalamic-pituitary-adrenocortical (HPA axis) is required for stress adaptation. Activation of the HPA axis causes secretion of glucocorticoids (CORTISOL).
- Cortisol activates the release of Adrenaline
- Adrenaline activates Central Nervous System (CNS)
- CNS activates **FIGHT or FLIGHT Response**

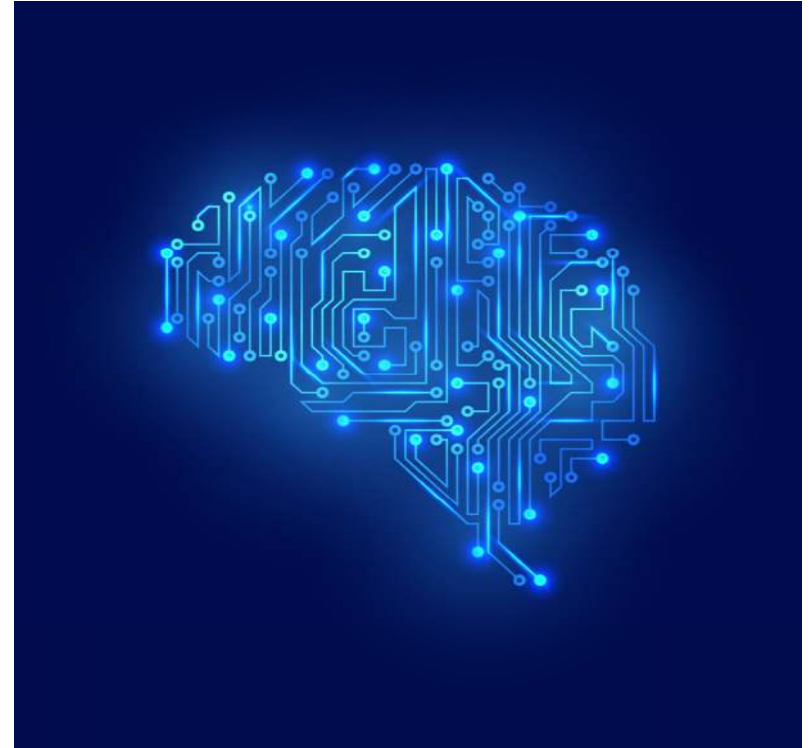


Fight or Flight Response





The brain is now
HARD WIRED to
respond to stress



Childhood vs Adulthood



ANY form of stress
triggers:

DISPROPORTIONATE
EMOTIONAL
RESPONSE







• EFFECTS OF ACES IN THE WORKPLACE:

- Higher Turnover
- Absenteeism
- Increased Workplace Conflict
- Poor Work Performance – decreased productivity
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CULTURE



Company Culture is a powerful dynamic in your company.





Job Seekers



Job Leavers



Managers

Strategies to Support Positive Company Culture

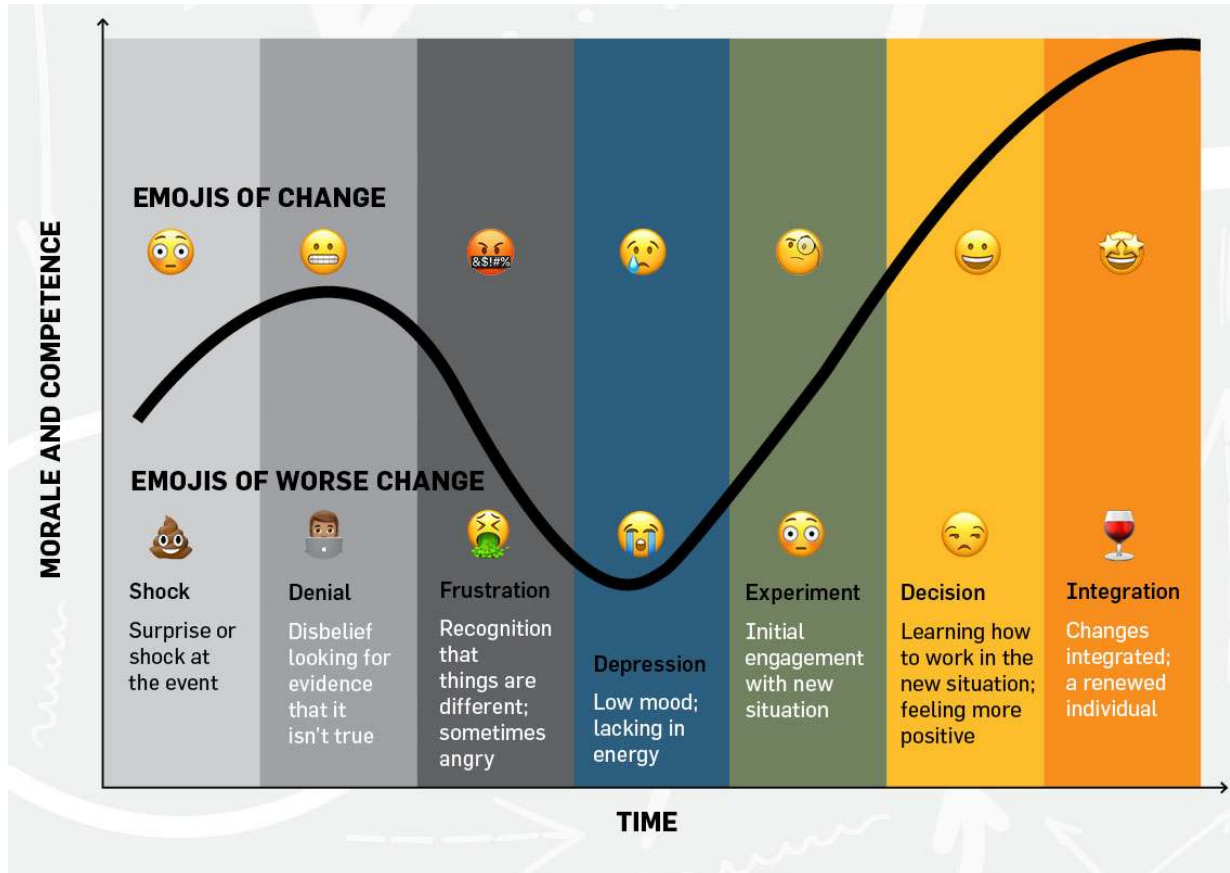
Company Culture survey - used to benchmark employee engagement and satisfaction

Focused education about effects of ACEs and stress impacts on employee workforce

Working Well Toolkit using the Four Phase Model of Trauma Informed Approach which includes:

- HR policy and procedure review/assessment (to include benefits review)
- Competitive wage analysis
- Executive leadership coaching - how to invoke and maintain culture change using effective communication
- Supervisory training and mentorship development
- Mentorship training - how to be a compassionate and effective mentor
- Employee Stress Management plans
- Customized career pathway development and maintenance
- Accommodations in a manufacturing setting
- Employee financial literacy training
- Diversity and inclusion training/exercises
- Community participation - how to get company and employees involved in community activities
- Innovative resources for barriers to employment (transportation/childcare/English as second language)
- How to incorporate new culture in onboarding

Change Theory









Program Opportunities

Evolving Company Culture

Limited Pilot(s)

1. Fall (Oct. thru December)
2. Spring (February thru May)

- Accepting 6 Companies at a 51% Discount.
- Ideal participants will be willing to share experiences and collaborate results to build best practices.
- Companies in Johnson County/Sedgwick counties do not qualify for pilot