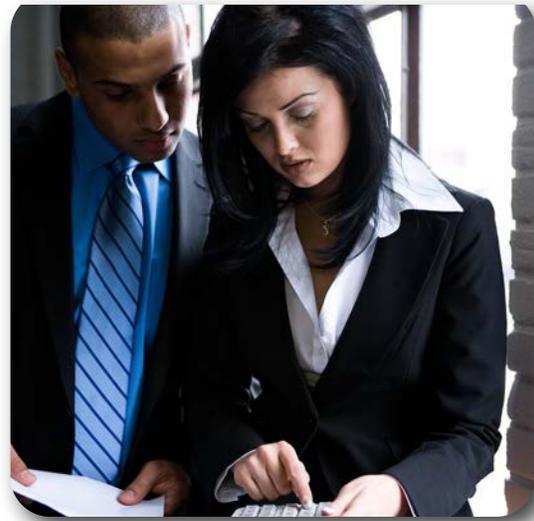


Connect the Dots Case Study



TPC WIRE & CABLE CORP.
EXPECT HIGH PERFORMANCE®

TPC WIRE & CABLE CORP. Leadership Development

A Wire, Cable and Connectors Supplier Who Is Ready for the Next Level

Creating sustainable connections can make the difference between progress or stagnation. Organizations that provide advanced technological solutions and keep current with the needs of their customers quickly become industry leaders. TPC Wire & Cable Corp. knows this well.

TPC Wire & Cable Corp is an innovative producer of wire, cables and connectors used in harsh industrial environments. TPC, in business for over 35 years, develops and manufactures products and accessories that serve a broad spectrum of industries including steel, utility, mining, automotive, food & beverage, government, oil & gas, transportation and wood, pulp & paper markets.

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the dots

Quick Shot

Company Name

TPC Wire & Cable Corp.
<http://www.tpcwire.com>

Industry

Manufacturing, Fiber
Optic Cable, Wire &
Cable Connectors

Key Challenges

- ▶ Provide leadership development to new hires in Sales and Engineering
- ▶ Meet the aggressive goals of new initiatives

Solution and Services

- ▶ Leadership Development, small group sessions, customized profiles and assignments

Solution Highlights

- ▶ Development of individual competency profiles for each participant
- ▶ Customized homework, business case studies, and focus on participant engagement
- ▶ Individual coaching for all participants and on-going support

Key Benefits

- ▶ Enabled participants to work together to develop new skills
- ▶ New leaders have leadership best practices in place
- ▶ The executive team has broader leadership competencies

The Challenge: Leaders Who Are Equipped With the Right Tools

TPC was driving aggressive manufacturing and sales goals, and adding key personnel in Engineering and Sales. In addition, the company was planning for an eventual sale.

The CEO understood the importance of ensuring that leaders within the company were performing optimally, and wanted to provide them with the tools and support necessary to successfully drive and manage the aggressive objectives established by the corporation.

The Solution: Customized Leadership Development and Strategic Follow-up

TPC's CEO asked Connect the Dots to develop a Leadership Development program that could be delivered to small groups of leaders and emerging leaders in the organization. The content would include leadership competencies unique to the participants in each group, as well as

components important for all leaders in the organization to learn. The solution included the following components:

- Development of individual competency profiles for each participant
- Five small group interactive workshops on leadership development topics relevant to TPC's business goals and organizational leadership needs
- Customized homework, business case studies, and focus on participant engagement
- Individual coaching for all participants to drive ownership of leadership development and provide on-going support for those efforts
- Summary of progress and results to TPC leadership team, along with recommendations for participants and next steps

The Leadership Development initiative enabled participants to work together to

A Strong Leadership Foundation Paves the Way In A Rapidly Changing Marketplace

develop new skills, openly discuss collaborative ways to lead in the organization, and work through a process of identifying and putting into practice leadership best practices necessary for the on-going and future success of the organization.

The investment in Leadership Development enabled TPC executive team to tap into management resources that now have broader leadership competencies that allow them to better drive their respective teams

and functions to connect their work and success to the overall company's goals.

Today's highly competitive global marketplace demands that organizations equip their leaders with strategic tools that will reap increased productivity, minimize operational costs and accelerate profit margins. Having skilled leadership in place ensures the business is headed in the right direction. TPC Wire & Cable Corp. is now on their way.

<http://www.connectthedotsconsulting.com/contact.htm>

Our coaching and feedback processes give your leaders and teams "real-life" situations to work through. We apply your organization's needs to our approach which takes the guess-work out of the how to translate new ideas and behavior changes in a real world setting. Contact us to get started.

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