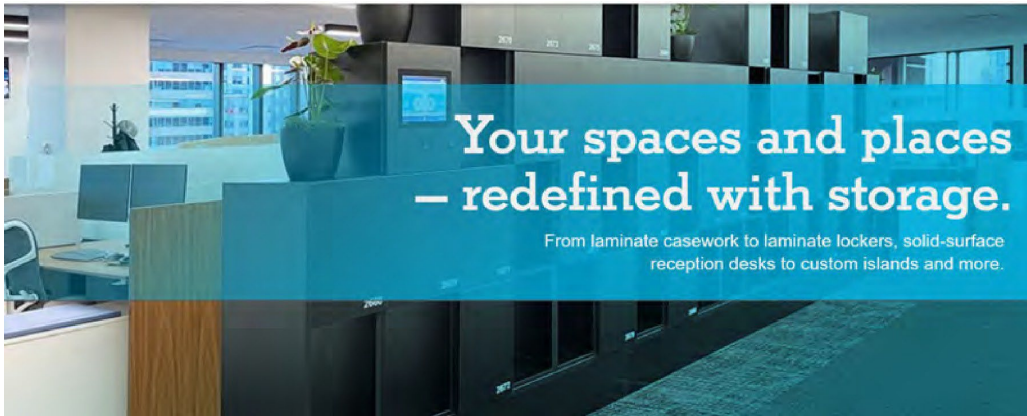


Case Study: HAMILTON Casework Solutions – Leadership Development Institute™



“The Goering Center is cost-effective, local, and the best resource I found to develop stronger managers.”

- Nick Trelka

Member Industry:

Manufacturing

What they were looking for:

Leadership development resources

Why the Goering Center:

Focus on private business and professional development skills

How have they engaged:

- Member Alignment Profile™ (MAP)
- Peer Roundtable
- Leadership Development Institute
- Communication & Culture Institute
- Virtual and In-Person Programs

HAMILTON Casework Solutions, a Cincinnati manufacturer of specialty office furniture for the commercial, educational, financial, and healthcare markets, joined the Goering Center in 2018.

Nick Trelka joined HAMILTON in 2017 and identified the need for stronger managers within the organization. He spoke with a close friend, who had recently assumed the presidential role at his family-owned business, about the company culture and its needs. His friend referred him to the Goering Center.

HAMILTON joined as a Core Member, and Nick participated in select programming prior to putting his managers through the training. In 2018, he took part in the Leadership Development Institute and Communication and Culture Institute. Nick also joined a Business Roundtable group and attended single-day programming alongside other managers from his company.

In addition to participating in the Center’s virtual and in-person programming, Nick opted to utilize the Member Alignment Profile (MAP) assessment to gain key buy-in from his peers and leadership team, and to fully understand the value of their investment with the Goering Center.

“I really want our managers to gel well. Our company will keep sending people to participate in the Leadership Development Institute. We’ll continue to send 2 – 3 people every year.”

The **Leadership Development Institute** is designed to maximize effectiveness. Guided by an expert facilitator, participants focus their learning on multiple leadership disciplines: understanding self, working with others, building teams, managing change and problem solving. In a unique format, seasoned CEOs and presidents work side by side with emerging leaders. This mix of tested experience and fresh perspective energizes and inspires participants while forming strong bonds across family and private businesses in the Greater Cincinnati region.

The **Member Alignment Profile (MAP)** is a service offered to Goering Center members based on a survey of the 10 Best Practices of enduring, prosperous family and private businesses. The survey is completed by all those who are important to the success of the business: owners, family employees, select non-employed family members, and key non-family executives, and is designed to highlight best-practice areas that would benefit from additional focus and attention.



Nick Trelka, COO, Ohio

“The Member Alignment Profile (MAP) was a critical piece to receive buy-in from the rest of my peers, senior management, and our CEO. The assessment results helped us understand why we should put money aside and go down this path of development and culture. This is the ‘why.’ This is our start.”

Nick plans to send more team members through the Goering Center – from indirect labor, like their engineering team, to customer service. HAMILTON’s employees are in four different buildings, and the departments do not all interact with one another on a regular basis. He found that Goering Center programming strengthens the connection and cohesion of the broader team. He sends the program opportunities to his managers, noting that attendance is not required, but highly recommended.

“We paid for every manager to go through ‘Conscious Leadership: Using the Enneagram to Develop Emotional Intelligence’ last year, and that was a great baseline to get everyone on the same playing field. It is really helpful to understand where your team members are coming from and how they may approach a project.”

“I believe the Leadership Development Institute is the best program I’ve been through because it is comprehensive, and it is cumulative. You can really see how things play out toward solutions, so I’m continuing to invest more of my managers’ time into the program.”
- Nick Trelka



“2020 really showed what we could do. HAMILTON was able to make a lot of big gains, in large part due to the skills we learned at the Goering Center – communication, empathy, respect, and organization.” Five of their employees will graduate from the Leadership Development Institute 2021 class. Nick’s company will continue to send managers through the institute, understanding and experiencing the superior return on investment for their workforce.

To learn more about the Leadership Development Institute or the Member Alignment Profile (MAP), contact David Miller, David.Miller@uc.edu | 513-556-5648 or Nancy Schreiner, Nancy.Schreiner@uc.edu | 513-556-7130.