

COMPANY PROFILE

For more than 30 years, Cheetah Chassis has been manufacturing container chassis for the world's largest intermodal shipping lines from their Berwick, Pennsylvania facility. From ACL Lines to ZIM Lines, they have built for them all. Increasingly flexible chassis manufacturing systems have enabled the Cheetah team to produce specialty chassis that do much more than just carry ISO standard containers. The finished custom and container chassis carry intermodal freight over highways and rail systems throughout North America. Currently, the company employs 125 team members, of which 40 are highly skilled welders.

SITUATION

Their Berwick facility is in the midst of a significant expansion that will enable the company to produce products and sub-assemblies that are currently purchased from outside vendors. The expansion will also improve the safety and quality systems while simultaneously reducing production costs. To fully capitalize on the expansion opportunities, the company wants to ensure that their leaders are properly skilled in attracting, retaining and growing a qualified workforce, and that employee attrition is minimized thanks to a solid supervisory and leadership team.

SOLUTION

The company retained NEPIRC, a NIST MEP affiliate, to provide Leadership, Communication and Team-Building training. As part of this engagement, the NEPIRC provided eight line supervisors and newly-appointed leaders with eight different training sessions in the areas of: Leadership, Embracing Diversity, Building Trust, Teamwork, Effective Communications and other topics. The company later sent two additional managers to individual-topic seminars available through NEPIRC in a multi-company format. Cheetah Chassis recognized that employees now come together to make important decisions in a values-based leadership paradigm and top executives are learning from their peers within the workplace. Efficiencies are up, waste is down and the company is not losing its skilled workforce due to supervisory/ leadership conflict.

RESULTS // Retained 5 production employees, \$25,000 investment in employee training and development, Increased worker morale enthusiasm.

TESTIMONIAL

“NEPIRC worked well with us to find ways to address our challenges. We'd recommend them again and are particularly interested in their Manufacturing Executive Network as our next step.”

- Garry Hartman, President
Cheetah Chassis Corporation, Berwick, Pennsylvania

