

## Oberto Snacks Empowers Leaders with Leadworker Effectiveness and Supervisory Skills Training



### Challenge

When Corinna Simmons started as Human Resources Director at Oberto Snacks, Inc. in June of 2019, she quickly learned that employees were looking for more promotion and growth opportunities. She appreciated that a variety of skills, education, prior training, and unique personalities existed at the organization. There was also a reluctance to hold people accountable and a lack of consistent documentation and procedures. She had seen this before and knew she could help.

As a strategic and dedicated HR professional, Corinna wanted to help Oberto empower their team from the leads up to get the greatest results. And to do that, she knew Oberto needed to provide tools and training for leads and supervisors to be successful. Not only would tools and training help unify their teams, find common ground, and consistently speak the same leadership language, it would also put the right building blocks in place to aid in career advancement and grow bench strength.

### Solution

Corinna was thrilled when she heard that Oberto had already secured Archbright's Leadworker Effectiveness and Supervisory Skills classes to be conducted onsite. She had experienced great results at her previous company with both of these courses.

She knew that Archbright's Leadworker Effectiveness training is perfect for those new to leadership or without formal training. The course teaches the skills leads need to use daily—managing their changing relationships with co-workers, establishing open communication, clearly setting expectations, and giving feedback to improve performance.

Archbright's Supervisory Skills goes deeper and covers improving communication, giving feedback, delegating, setting expectations, and documentation. Attendees learn how to dramatically boost effectiveness through the use of consistent models for everyday supervision activities.

Between the fall of 2019 and the winter of 2020, Archbright provided onsite training to 19 leads and 19 supervisors at Oberto, totaling 475 training hours.

In thinking about the training experience at Oberto and at her previous company, Simmons says, "What I found was that many of us believe we are successful in these areas, but upon reflecting on the materials covered in the training we come to realize that we really weren't as consistent or effective at closing the communication loop as we thought."

She went on to say, "These tools helped bring a more transparent and open level of communication at both organizations throughout all levels, and quite honestly, the entire package of Leadworker Effectiveness and Supervisory Skills together provides the most value."



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## Result

Since the training completed in early 2020, Oberto has already had two great success stories. They were able to promote two of their leads to supervisors.

Reflecting on these two promotions, Simmons says, "I strongly believe that having gone through the Archbright training helped them recognize leadership skills, and they were able to put the knowledge provided to good use effectively."

About the overall result of the Leadworker training, Simmons says, "This training empowered our leadership team at all levels. Our leads now have the tools to help them channel their leadership voices. The tools provided by Archbright also help the team understand what the characteristics and qualities of a leader look like and provides them with the opportunity to reflect on high-potential operators that can be developed through the lead career path."

Furthermore, Supervisory Skills "helps solidify messaging about empowerment, communication, feedback, and overall consistency across the facilities. It provides the supervisors with a common language which aids in a more consistent approach to coach, provide feedback, develop, and document both the positives and the opportunities that existed within each of their team members."



### Numbers At-A-Glance:



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