MultiCam, Inc., Utilizes ShadowmatchUSA as Part of Its Performance Development Plan Pilot Program

Behavioral Assessment & Benchmarking Assist with Team Development

Addison, TX (PRWEB) August 13, 2013 -- MultiCam, Inc., a Dallas-based manufacturer of computer numerically controlled (CNC) cutting solutions, recently concluded their six month performance development plan (PDP) pilot program that included utilizing the ShadowmatchUSA solution.

The Shadowmatch Behavioral Benchmarking System arms leaders with deep insights into each employee's behaviors, habits, skills and deficits. This enables managers to develop individuals with far greater precision and success while also empowering every aspect of workforce development.

"To test and refine the process before a management-wide roll-out, we began with a pilot group from different areas of the organization. We integrated ShadowmatchUSA into the initiative because of its breath of programs," said Kris Hanchette, president, MultiCam. "Ultimately, we selected Shadowmatch's team development and PDP features and are extremely happy with the outcomes."

In addition to the professional assessments, separate group meetings were held with Mentee and Mentor groups. In the monthly meetings, roles, responsibilities, timeline and desired outcomes were discussed.

Shadowmatch suggests behaviors for development for individuals based on team benchmarks. In each case, MultiCam gave two suggestions to the Mentees' manager (not Mentor) and allowed the manager to make the final decision.

The outcomes speak for themselves:
•   Participants said this program increased their job satisfaction and demonstrated the company's desire to help individuals succeed.
•   Each team member developed new ways of looking at things, or new behaviors based on development plan.
•   One specific example is a manager who was extremely low on Propensity to Change and that became the Habit addressed in his development plan. After several months working with a mentor, a major restructure was needed for his department. Prior to going through this process, this manager might have chosen to leave the organization rather than participate in the departmental change. The change was made with no departmental fall-out. This process allowed the organization to keep a valued member of the team.

"MultiCam is a valued partner. The company prioritizes its talent management activities to attract, assess and retain top talent," said Adrian Wood, vice president of ShadowmatchUSA. "People want to do their best. It's up to management to make sure they are in the proper roles to get the best out of them and to keep them engaged."

With more than 70 distributors worldwide, including 20 technology centers across North America, Dallas-based MultiCam manufactures CNC Router, Laser, Plasma, WaterJet, and Knife Cutting machines. A wide variety of industries depend on MultiCam CNC systems such as cabinetmaking, furniture production, woodworking, metalworking, sign making, post-print processing, HVAC, aerospace, marine construction, solid surface and plastics fabrication. Follow on Twitter @MultiCamUSA and like us on Facebook.

ABOUT SHADOWMATCH USA
[Shadowmatch USA](), based in Dallas and the exclusive provider and administrator of the Shadowmatch behavioral benchmarking tool in the U.S., is committed to positively impacting individuals and teams to accelerate business performance. The Shadowmatch system and services identify and predict specific employee habits and behaviors responsible for team's success. Armed with these powerful insights, business leaders can better build, manage, develop and deploy their teams and individual employees. Follow our news on Twitter @ShadowmatchUSA and like us on Facebook.

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