

# OPPORTUNITY

## Case Study

Tube Fab/Roman Engineering

**“Almost everything about working with Lordstone was different than working with other firms in the past...”**

***Tom Redman, President, Tube Fab***



### **The Client**

Tube Fab / Roman Engineering is a third generation, privately held manufacturing entity providing fabricated tubing and engineered assemblies to large Tier 1 automotive systems suppliers such as Aisin, Continental, Mahle and Cummins Engine. The company employs approximately 158 non-unionized individuals within their facilities located in Afton, MI.



### **The Problem/Challenge**

**Tube Fab/Roman Engineering** was struggling with the cost of poor quality which was affecting the *profitability* of the programs it was supplying parts for and the *relationship with key customers*. Additionally, it was hindering new business opportunities within its existing customers whose spend in their product area was up to 10x the business already awarded.



The company's leadership turned to contingency based recruiters/headhunters in an attempt to solve their problems. This resulted in relatively *short term hires* over a 10 year period for reasons related to underperformance and relocation/

assimilation difficulties. As a result, the quality team was lacking true leadership, development and enhanced problem solving skills.

Our scope of supply for this engagement entailed working with the executive team to:

- 1 Consult, advise and develop** a job model/scorecard for the position
- 2 Create** the marketing materials needed to attract the Top 10% of Quality Directors nationally
- 3 Research, target and source** via telephone individuals currently employed within competing organizations
- 4 Thoroughly assess candidates** for the role using our executive assessment/management appraisal service
- 5 Guide and advise the client,** participating throughout their interviews with finalists



# QUALITY MANAGEMENT

## The Engagement & Results:

**The client not only hired an exceptional quality director but of the remaining three candidates he hired one for a newly created Program Engineering Management position.**

Tom Redman, **Tube Fab's** President had this to say about our performance on this engagement:

"Almost everything about working with Lordstone was different than working with other firms in the past:

- Lordstone made it a priority to truly understand our organization's needs as well as our culture.
- Lordstone brought qualified candidates versus available candidates.
- Lordstone brought value to our company not only by presenting top shelf candidates but by teaching us how to conduct this process more effectively in the future.
- Lordstone followed up to ensure the candidates we successfully on-boarded and participated in this process.

Lordstone is unlike any other search firm I have ever worked with and has set the bar extremely high for any future search firms we might consider working with."

"I have worked with several search organizations during my career and Lordstone has been the most thorough and professional that I have encountered. Notable differences were the excellent communications throughout the process as well as the follow up after the placement. Previous encounters with search companies; we did most of the work."  
**Ken Weigand,**  
**Former Cooper Standard**  
**Senior Level Executive**

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