



CASE STUDY: VANAMATIC COMPANY

***CONFIDENT HIRING AND CONFIDENT
MANAGEMENT TO DRIVE EVERY KPI TO
HISTORICAL HIGHS!***



“OUR PRODUCTION METRICS ARE AT HISTORICAL HIGHS. ACUMAX INDEX IS PART OF OUR TOOLBOX THAT I USE EVERY DAY. WITHOUT IT, WE WOULDN’T HAVE THE RESULTS WE HAVE TODAY.”

**Scott Wiltsie
Human Resource Manager**



BACKGROUND

What started in a 6,000 sq. ft. wooden building, with three screw machines, six employees and one customer in 1954 is now a world class 79,022 sq. ft. facility with 78 employees responsible for being the premier manufacturer of precision machine components for Aerospace, Automotive, Fluid Power, Refrigeration and General Fitting industries.

THE ISSUE

Vanamatic Company needed a solution to address the 14% turnover from frequent “round pegs in square holes” problem that was detrimental to employee productivity and employee retention.

Like any manufacturer, Vanamatic consistently competes in a tight labor market for skilled labor. Scott Wiltsie realized even the most experienced machinist would often not match well to the position. Finding the right experience and background in manufacturing consumed too much time and money to later discover it is still not an ideal match.

THE SOLUTION

AcuMax Index helped identify the right wiring profiles for all 5 of their departments. “AcuMax Index consistently helps us save time in the hiring and selection process.” In fact, Scott was so confident in AcuMax Index he hired a Jeweler purely based on his wiring profile despite the fact this individual had zero experience in manufacturing. “Five years later this former Jeweler is running the department and a key contributor to the increase in our KPIs”. Scott and Vanamatic’s leadership team then realized these profiles, although the right fit, required different ways to be motivated. To meet these needs, they transitioned to a completely self-directed and self-empowered shift structure. Vanamatic’s turnover is now only 3.1%. The major reason for turnover? Retirement and an employee moving out of the area!

Vanamatic has relied on AcuMax Index to support the growth of all five of their departments and have trained their leadership team and trainers to utilize AcuMax Index for continuous development.



THE BOTTOM LINE

Using AcuMax Index to decrease turnover is only the beginning. Once AI is used to manage and motivate, other metrics will inevitably increase. **For Vanamatic, uptime went from 68% to 75%, of the 25 million parts shipped in the last 12 months, only 6 single parts were defective and on-time delivery is 100%.**

For Scott Wiltsie, AcuMax Index is used so frequently, it has become second nature; a go-to solution that continuously drives performance and productivity.