

Case Study

Tube Fab/Roman Engineering



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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. 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 significantly more.



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. "

***Ken Weigand,
Former Cooper Standard***

Services Provided

**Job Modeling
& Position
Development**

**Executive Search
& Selection**

**Managerial
Appraisal**