



ENGINEERS • MANUFACTURERS • CONSTRUCTORS

AAIM
Performance Profile



Principles of Leadership Training for Supervisors and Managers Empowers Them to Go from Good to Great!

About Roeslein & Associates

An international, employee-owned company headquartered in St. Louis, Roeslein & Associates sets the global standard in engineering, procurement, modular fabrication and construction services for projects around the world.

The company also has an ongoing commitment to setting the standard for helping its managers and supervisors achieve greater success by training them to think and act like leaders.

Founded in 1990, the company has current annual revenues over \$365 million and an experienced team of over 900 employees worldwide.

But just a few years ago, around 2013, Roeslein & Associates only had approximately 200 employees worldwide, no formal training program for managers and supervisors, an outdated 20-year-old employee handbook and was hiring primarily through networking and referrals.

The company was poised for growth and realized things had to change.

When Experts Turn to Experts

Change began with hiring a full-time director of human resources who immediately recognized that individuals who were very good at their jobs had been promoted for their skill set but had never managed people before.

“Making the jump from individual contributor to manager is one of the toughest career challenges an employee can face,” said Sarah Davidson, PHR, SHRM-CP, director of Human Resources for Roeslein & Associates.

More than half of Roeslein’s employees are based in the St. Louis region, either at corporate headquarters or the fabrication facility in Red Bud, Ill.

“It is our responsibility to give them the tools to know how to lead a team and maximize productivity,”

said Davidson.

Roeslein & Associates turned to AAIM Employer’s Association, a St. Louis-based organization that helps companies develop high-performing employees to drive organizational excellence.

“Going through AAIM’s Principles of Leadership training empowers supervisors and managers to go from good to great,” said Davidson.

AAIM’s Principles of Leadership Training Supports Growth & Success

Over the years, more than 85 managers and shop floor supervisors from Roeslein & Associates global headquarters and fabrication facility, respectively, have participated in AAIM’s Principles of Leadership training program.

Designed to improve employee retention, foster a positive organizational culture and increase productivity, Principles of Leadership training includes well-defined processes and strategies.

The program curriculum is specifically focused on helping managers and supervisors better understand expectations that others have of them, balance operational and personal demands, establish and maintain personal credibility and authority, and create a more productive work environment.

“Fortunately, Roeslein & Associates has always enjoyed low turnover, but our rapid growth especially during the last five years might have had a different result without training our supervisors and managers to become great leaders,” said Davidson. “AAIM’s training has been significant and measurable.”

AAIM Adheres to Rigorous Curriculum

AAIM’s Principles of Leadership is a rigorous program designed to teach managers and supervisors skills for success. Delivered in six full-day sessions over the course of 90-days, this series combines in-person training with real on-the-job assignments. Participants put what they’ve learned into action right away with support from their peers and under the guidance of an AAIM instructor.

Curriculum is focused on skills such as communications, coaching for performance improvement, conducting effective job appraisals and interviews, delegating and empowering workers, conflict resolution techniques, change leadership and teamwork development strategies.

Customized Delivery options Available

When Roeslein & Associates determined that a more customized approach was needed to meet the specific needs of shop supervisors at its fabrication facility, AAIM responded to the request to conduct the full program on-site. The impact of offering personalized training in our supervisors’ own environment was significant and effective,” said Davidson.

About AAIM

AAIM has helped businesses hire, develop, and retain top talent over the past 120 years. Today, nearly 1,600 companies, including members and non-members, representing 600,000 employees in three states, utilize AAIM services to stay compliant and improve their people systems. Programs include integrated HR technology solutions, recruiting and talent management, professional training and development, business information, people processes, employer best practices, employee communications, peer-to-peer networking and much more. We are a community for business professionals.



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