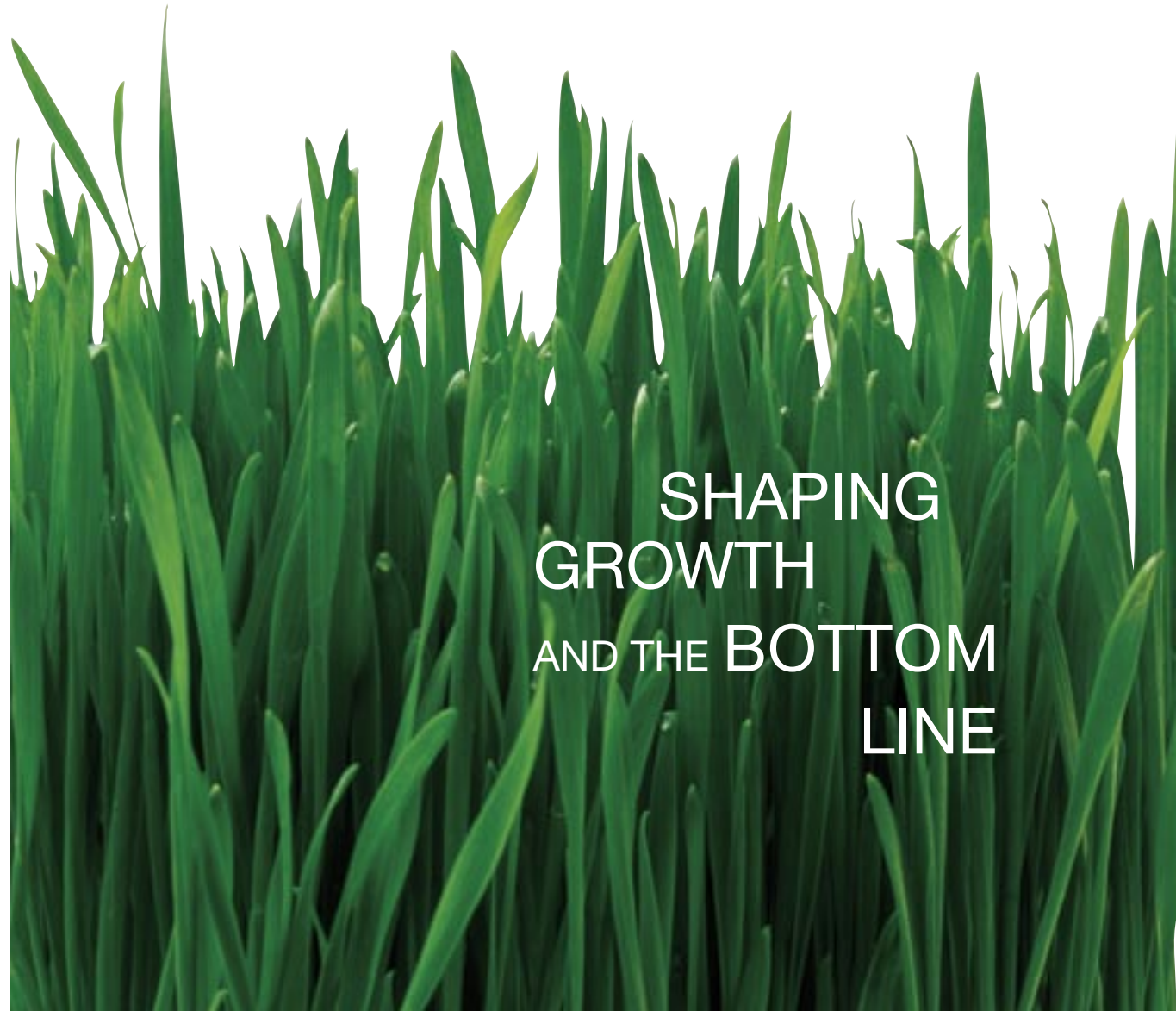




CASCADE
engineering
ce university



SHAPING
GROWTH
AND THE BOTTOM
LINE



SHAPING GROWTH AND THE BOTTOM LINE

The idea of shaping growth lies deep within each organization. It is our desire that we can share best practices and ideas to ignite your people and organization resulting in a positive impact on your bottom line. Cascade Engineering, one of the top medium-sized companies to work for, believes that people make organizations successful and CE University is dedicated to the development and growth of people, while striving to create value through knowledge and increase individual and organizational competence. Utilizing our real-world experience, tools and processes, we can help your organization and people blossom.

BENEFITS

Learn practical ideas and proven techniques to help your organization increase its effectiveness by improving retention. Our emphasis is on creating an environment that people love to work in. To accomplish this, we bring proven expertise and actual applications of:

- Program development consulting
- System design expertise
- Educational opportunities
- Implementation of cultural development processes
- Development of partnerships with public/private entities

TOOLS

A comprehensive tool kit of knowledge that leads directly to the bottom line, including:

- Retention strategies & turnover cost assessment
- Designs for effective communications strategies
- Diversity awareness & diversity theater training
- Leadership development programs
- Manufacturer branding strategies
- Effective selection systems development
- Structured team problem solving systems
- A design for a “best practice” safety program
- Redesigning work to motivate (job enrichment & job enlargement)



PRINCIPALS

Ronald B. Jimmerson Sr. - After 16 years with Cascade Engineering, this Muskegon, Michigan native is currently a Human Resources Manager of Community Partnerships and Workforce Diversity best known in the community for creating and managing Welfare-to-Career, School-to-Career and Diversity programs. Ron spent eleven years as a licensed social worker with Project Rehab and is currently a member of the local Workforce Development Board, Exodus Correctional Ministries, and President of Employers Advisory Council for Interurban Transportation (ITP) Partnership, Hope Network BAC and President of School-to-Career Board of Directors.

David A. Barrett - A Senior Organizational Consultant for Learning & Development with 26 years of experience with the company, Dave is responsible for employee training and education and organizational/individual development initiatives. Dave has held various positions in operations management, human resources and organizational development. As a “keeper of the culture,” Dave has spent 15 years helping Cascade Engineering become an employer of choice. Dave has a BA and MBA in Business/Leadership from Davenport University and has a “Certificate in Organizational Development” from the National Training Laboratory located in Alexandria, Virginia. Dave is also part of the faculty of Davenport University teaching courses in Organizational Behavior, Diversity In The Workplace, Staffing and HR Management.

INFORMATION

Visit the CE University page at www.cascadeng.com/about/ceu.htm for more information on how to shape growth and the bottom line.

