



The Ohio Labor Management Cooperation Program

<http://www.olmcp.org>

Who We Are

The OLMCP is a diverse network of professional, not-for-profit service providers that plays a significant role in fostering Ohio's prosperity. These networks assess, design, facilitate and implement innovative processes and interventions for realistic cooperative change and core workforce commitment.

Each **community-based** provider assists employers and employees develop collaborative initiatives that encourage innovation and flexibility to meet the demands of continuous change, improvement and global competition.

Each is funded in part by the Ohio Department of Development, community support and fees from the many businesses and organizations that rely on our **customized services, unique expertise, and experience.**

Distinctive Partnerships and Focus

Meeting the distinct challenges of labor-management partnerships promotes commitment and cultivates best practices critical to organizational success.

- **Specialists** in labor-management cooperation with over 20 years of practical experience, expertise, and professional competence.
- **Neutral** third parties, trusted to balance the needs and develop commonality of goals from both **employer and employee.**
- **Community-based** providers, strategically designed to respond quickly, provide long-term, convenient support; to build and deliver results-based services that expand workplace, in-plant partnerships.
- **Service-focus versus profit-focus** permits low-cost, high-value support for **all organizations of need**, from the smallest start-ups to larger, well established companies.

Benefits to Ohio and Its Organizations

In this biennium alone, OLMCP Network organizations assisted:

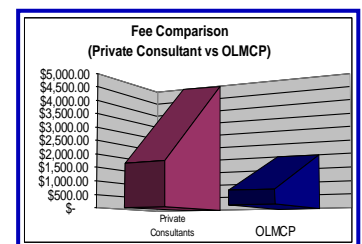
- Approximately **500** businesses and organizations
- Over **83%** were **small to medium sized**

On-going **successes** prove the potential for improved efficiency, competitiveness and capability, resulting from commitment to **planned employee involvement.**

The OLMCP **continues** to be a catalyst for these valuable strategies, critical for strengthening Ohio's economic future. Many organizations **rely solely** on the network to meet their "real world" challenge unable to afford high-cost private consultants.

State funding allows OLMCP fees to range from \$0-\$300-\$1600/day, compared to private groups or consulting firm charges of \$2500-\$6000/day.

- **Return-on-Investment of 264% for every \$1 invested by the state** clearly demonstrates continuing value placed on OLMCP services by Ohio's businesses, industry and communities.
- **Historically** provided over 200,000 employee-days of training, facilitation, coaching, assessment and numerous other elements of success.
- **Lower cost, unique expertise, availability and partnering** manifests in a positive impact on job retention and perception of Ohio's organizations.



Services the OLMCP Provides

OLMCP providers are customer-focused offering innovative services designed to meet unique customer needs. These include:

ASSESSMENTS

Assessments to Identify the strengths and needs of organizations, committees, teams, or processes providing a benchmark for improving culture, effectiveness, attitude, cooperation, and performance.

CONSULTING AND TRAINING

Training and consulting services on workplace issues include:

- Strategically design cooperative environments
- Quality, productivity and performance improvement processes
- Group dynamics and team effectiveness (task to self-directed teams)
- Enhance communication, influence and interpersonal skills
- Lead and influence positive change and workforce development
- Leadership, supervisor, manager and team leader core competencies
- Collaborative problem-solving and informed decision-making
- Preventing workplace violence and sexual harassment
- Dealing with change in the workplace
- Promote and support a drug-free workplace
- Establish and maintain employee ownership programs
- Interest-based problem solving, negotiation strategies or bargaining

FACILITATION

Neutral facilitation makes meetings-groups more productive by utilizing experienced professional facilitators who focus on process and function.

What OLMCP Customers Say?

"A neutral third party is significant... That's what made it work and that's significant. Now, with our managers meeting on a monthly basis with union stewards, master mechanics, and the business agents from the union locals, you're putting faces with names and you're developing relationships, which is the first step in developing communications."

-- Jim Conlin, Stein, Inc

"... helped us save \$45,000 in workers compensation cost and our workers' accident level was reduced by 45%."

-- Fred Baltrusch, Biggs-Hypermarket/SuperValu

"I have witnessed total turnarounds in labor/management relations, changed cultures, job creation and literally millions of dollars in savings..... results like improved health benefits at a lower cost to our employees and a 1/2 million dollar savings in the first year to the company. OLMCP services are the best kept secret in Ohio and need to be expanded and promoted for the benefit of Ohio businesses and workers.."

-- Paul Gormas, Robbins, Inc

"...exceptional quality of instruction...our leaders have been enthused with the instruction that was so professionally imparted... carry these lessons into our workplace."

-- William Sams, AFSCME Local 101, DPSU

"You clearly have an excellent grasp of the complex issues that face the workforce in these tentative financial times. I am grateful for your sharing your depth of knowledge and compassion for workers..."

-- Maria Kawentel, Ohio Juvenile Parole Authority

"The OLMCP team created the Standard Best Practice program that helped us ... to jointly bring focus and organization right to the shop floor."

-- Linda Gillis, DelphiHarris Thermal Sys

"We are seeing a definite change in attitudes toward cooperation between the labor-management groups. The direction we received from the (OLMCP team) has helped us accomplish this new change in attitudes."

-- Ralph Moeller, Morris Bean & Co

The OLMCP Network: NE Ohio Center at the Work in NE Ohio Council, Medina; Northwest Ohio Center for Labor-Management Cooperation, Toledo; Center for Workforce Excellence and Labor-Management Initiatives, Dayton; Ohio Employee Ownership Center, Kent; Columbus Area Labor-Management Committee, Columbus; Employee Participation Council of North Central Ohio, Mansfield; Great Lakes Organized Labor-Management Council, Elyria; Northeast Ohio Labor-Management Council, Canton; East Central Labor-Management Council, New Philadelphia.

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