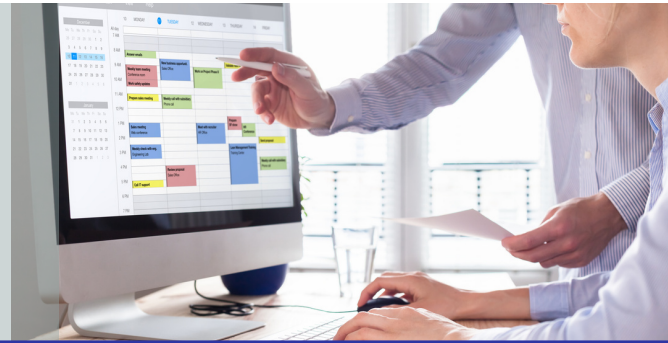


COMPANY CASE STUDY

Kalona Cooperative Technology Company Provides Emergenetics Training for all Employees



Why did you decide to try Emergenetics?

I had heard about these types of tests and I knew we needed something in our office to help support each other. KCTC has a business relationship with Consortia and I knew they were using the testing with great results so I thought we should try it!

Was there a particular issue or problem you were trying to address with Emergenetics?

Yes, we were struggling with communication amongst our team members and trying to determine how to best communicate with other teammates. There are always challenges when there is a group with many different personalities and traits, so learning about each other's thinking and behaving attributes was helpful.

Do you feel that Emergenetics resolved or addressed that issue?

Without a doubt Emergenetics made us aware of the different "needs" of our teammates. It has been amazing! Now we know that some people are more structural so we let them write the policies and procedures! And, it has increased the level of trust amongst our management team. Instead of being frustrated for not getting information presented or communicated the way each of us wants, we now know what is important to each person and we have more tolerance for the style each person prefers. It has made for a much more cohesive team.

What were your employees' responses to the Emergenetics training?

At first some thought that the training was not necessary. Some employees were very skeptical, but after we talked through the process, and why it was important, everyone was on board. Now I have employees asking for new team members to take the Emergenetics "test" so they know the best way to communicate and approach them. It's amazing!

Do you use what you learned in the Emergenetics training within your company today?

Yes, we definitely do! We have mouse pads for each person that show his or her profile and I have a reference book that I sometimes refer to. Also, staff members will say, "Remember I'm social or I'm structural so I need this or that to be successful." I also use what I learned with the Emergenetics training in personnel meetings to help an individual improve. Just because you prefer things one way doesn't mean you can't work on being more nimble. It has really helped most of my team be more aware of who they are and associate with their teammates in a more productive environment.

What would you say to another company who is considering Emergenetics training for their staff?

It is worth the money! It has changed the way I manage my team and it helped us as a company to understand each other's preferences when working on our day-to-day tasks.



Consortia has done a great job of administering Emergenetics and we are very thankful for the follow up trainings afterwards so we can be the best version we can be!

Casey Peck, CFO/GM
KCTC



Contact Trisha Weber at tweber@consortiaconsulting.com to learn more about how Emergenetics can help your team be successful!