

DION LEADERSHIP

The Power of a Long-Term Partnership

DE><KO
G L O B A L



The Partnership

A leading global manufacturer, DexKo Global provides axles, chassis, and other components for trailer, towable equipment, and RV manufacturers around the world. This global organization was formed in late 2015 when two large companies (Dexter and AL-KO Vehicle Technology) joined forces. Post-merger, the organization has continued to make new acquisitions (40 and counting) and has more than doubled in both revenue and number of employees.

Dion Leadership began working with DexKo Global in 2019 when Chuck Jozwiak joined the company as the Director of Global Talent. “I got to know Steve Dion in my previous job as Director of Talent Management at Carhartt,” explains Jozwiak. “After seeing their firm work and the results they achieved, I knew Dion Leadership would be the perfect partner for DexKo. Their team brought a strategic mindset to our challenge. A large cadre of experienced coaches and facilitators allows them to mobilize quickly and efficiently.”



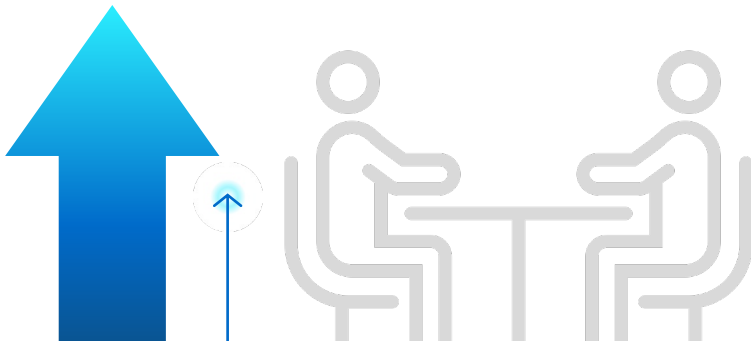
The Challenge

DexKo’s rapid expansion initiated a key strategic objective: ***Find, develop, and support talent from within to create strong leaders who have the skills to enable the growth of the organization.***



The Solution

Partner with Dion Leadership to create a set of integrated programs for consistently developing the mindsets and skill sets of all levels of leaders in the organization.



DexKo Global



Headquarters:
Novi, Michigan



CEO: Fred Bentley



CHRO: Danean Whipkey



8,500+ employees



41 locations



40,000+ customers

“I knew Dion Leadership would be the perfect partner for DexKo.”



Chuck Jozwiak
Director of Global Talent

Program Timeline

2019	2020	2021	2022	2023	2024
<p>Hired Global Talent Director</p> <p>Created Leadership Success Standards and overall strategy</p> <p>First Cohort of NEXT Current and Emerging Leaders in the US and Europe</p>	<p>Cohort 2 of NEXT Current and Emerging Leaders in the US and Europe</p> <p>Supervisor Training Program</p> <p>Paused program due to COVID</p>	<p>Cohort 2 of Supervisor Training Program</p> <p>Hired Leadership Development Specialist</p>	<p>CORE Program</p> <p>DRIVE Program</p> <p>Cohort 3 of Supervisor Training Program</p>	<p>Cohort 3 of NEXT Current and Emerging Leaders in US and Europe</p> <p>Cohort 4 of Supervisor Training Program</p>	<p>Continued CORE Program</p> <p>NEXT Alumni Program</p>

A Closer Look

Grounded in DexKo's success standards, Dion Leadership created and launched a comprehensive leadership development program for this fast-growing business. High potentials were prioritized for the initial rollout. Branded as NEXT, the program included directors and managers who were strategically intermixed (goal: break down business unit silos). To date, 131 leaders from the United States, Europe, and Australia have completed the program.



Key Program Experiences

All Participants

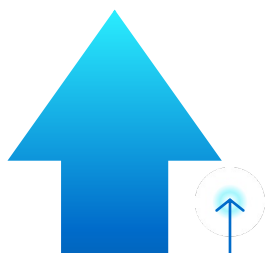
- 360 Degree Review + progress check
- Leadership Coaching
- Individual Development Planning
- Between-Session Assignments (on-the-job activities, peer networking, leader meetings)
- Leadership Manifestos

Managers

- 360 Degree Review + progress check
- Leadership Coaching
- Individual Development Planning
- Between-Session Assignments (on-the-job activities, peer networking, leader meetings)
- Leadership Manifestos
- DiSC Management
- Performance Management
- Emotional Intelligence
- Critical Thinking
- Communication
- Productive Conflict
- Influence
- Change Leadership
- Feedback and Accountability

Directors

- 360 Degree Review + progress check
- Leadership Coaching
- Individual Development Planning
- Between-Session Assignments (on-the-job activities, peer networking, leader meetings)
- Leadership Manifestos
- The Work of Leaders Training Series
- Trust-Based Leadership
- Emotional Intelligence
- Delegation and Accountability
- Critical Thinking
- Change Leadership



Results

TRAINING ACTIVITIES



- 96%** attendance
- 100%** prework completed
- 100%** course completion
- 94%** agreed/strongly agreed that program was “a good use of time”

BUSINESS OUTCOMES

- 83%** of participants have stayed with the organization
- 40%** of participants have been promoted
- 88%** of positions ready to fill with a successor (up from 44%)
- 11%** higher engagement scores for the teams lead by participating leaders



Why outsource your programs to an external partner?

- Fast implementation
- Program management
- Expert delivery
- Scalability
- Extended reach of small team
- Award-winning results

“There is no way our small talent development department could have designed, planned, facilitated, and evaluated this program,” explained **Jozwiak**.



Watch the Webinar

A Leadership Pipeline Success Story

Available on Dion Leadership’s YouTube Channel

Would You Like Your Employees to Start Every Day Excited and End Every Day Accomplished?

- Leadership Development
- Leadership Coaching
- Management Training
- Team Development
- Talent Assessment
- Organizational Development

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