



Workforce Development

Hiring the Right Person

Client Success Story: Polyvisions, Inc.

Company Profile

PolyVisions, Inc. is located in Manchester, PA with 16 employees and was established in 1986 by creating market proprietary, specialty polypropylene plastic resins and additives. The company specializes in creating custom compounds for thermoplastic applications across a broad range of industries. Examples include baby bottle nipples, roofing membranes, undersea cables and frozen entrée plates. PolyVisions solves the toughest materials issues for its customers.

Situation

PolyVisions first engaged with MANTEC, a NIST MEP affiliate, in 2014 to evaluate candidates for employment to fit into the company culture. The company also requested assistance in analyzing the Human Resource Policies, Practices and Procedures to determine compliance. Both initiatives were supported by MANTEC's HR Specialist.

Desired Results and Deliverables

The Activity Vector Analysis (AVA) is a resource for individual and organizational development. The AVA tool assesses employee aptitude. Each participant receives a personal and confidential report that contains information for individual professional development and career path planning. The tool identifies diverse personalities, leadership styles within teams and communication preferences. This will promote leadership and strong employee involvement in the process of growing the company sales and profits.

The handbook updates include state and federal guidelines as well as establish employment guidelines as the company continues to grow. This will increase employee engagement, productivity and create a more positive working relationship throughout the company.

End Results

20% increase in jobs

Guidance for staff development

Compliant HR policies

Improved leadership

"PolyVisions experienced good growth over the past six months. The human resource expertise MANTEC provided was perfect to ensure our policies were compliant, easily understandable, and that we could hire the right person on the first attempt."

~Scott Howard, CEO of PolyVisions