

MODERN SUPERVISION DEVELOPMENT

Dishnow & Associates

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Mike Gorrie

Proven Trainer drawing on over 20 years of experience in Automotive, Mining and Paper Industries, consistently achieves above average ratings from trainees. Some accomplishments:

- Assisted in the successful implementation of self-managed work teams at start-up mining operation. Taught work teams how to perform traditional HR functions, (Safety, Training, Performance Evaluations, Selection and Discipline). Facilitated the cross training of operations employees in all maintenance areas. Facility is low cost producer in market segment (Michigan Limestone Operations, Port Inland Plant).
- Designed/delivered workshops for supervisors and trainees seeking to make the transition to a modern work environment; assisted in the successful implementation of maintenance and production self-managed teams, (MeadWestvaco).
- Provided training to union/management training “Swat Team;” developed in-house training capability for client, (Lloyd Flanders).
- Delivered workshop for Steelworkers (Local 182) on how to succeed in a participative work environment; designed to serve as a “springboard” for future team development activities, (Michigan Limestone Operations, Cedarville Plant).

In addition, Mike offers development in the areas of:

- Facilitation skills training,
- Overcoming employee resistance to change,
- Employee motivation/reward systems,
- Handling conflict in individual and group situations,
- Conducting and leading meetings,
- Stress management,
- Business writing,
- Conduction and leading meetings, and
- Train the Trainer.