

## Continental Cement Hires Hutchison Group to Conduct Employee Relations Assessments

June 2015 - In an effort to obtain an unbiased and clear understanding of the current labor relations environment at Continental Cement, company management retained the services of the Hutchison Group, based on their reputation and experience for conducting employee relations assessments in both union and non-union environments. The ultimate goal for Continental management was to find ways to improve employee productivity and teamwork and performance.



The benefits derived from this program were significant and included the following: (1) gained valuable understanding of employees perceptions and insights, (2) reaffirmed that management values employees ideas and suggestions, (3) identified obstacles to communications, teamwork and productivity, (4) secured practical suggestions from employees for improvement, (5) reduced risk of employee grievances and litigations, and (6) demonstrated to board of directors and shareholders that management is being proactive.

*"The employee feedback and insights we gained through this process have proven to be extremely helpful"*

*Continental  
Cement*

**Hutchison Group** President, Cameron Hutchison, commented that "research consistently shows that the best way to identify opportunities for improving employee relations and productivity is to LISTEN to what your employees have to say; to understand their perceptions of the company, what works, areas of concern, and their ideas for improvement. Using our proprietary focus group methodology we were able to get meaningful inputs from hourly employees, supervisors and union leaders.

Continental Cement Company, is a cement manufacturer located just south of Hannibal, MO with additional facilities in St. Louis, MO, Buffalo, IA, Memphis, TN, LaCrosse, WI, New Orleans, LA, Minneapolis, MN, and Convent, LA. Cement has been manufactured at their Hannibal site since 1903.



*The Hutchison Group is a highly regarded management consulting firm focused on all aspects of labor relations. We specialize in developing and implementing innovative labor cost strategies during acquisitions, mergers, divestitures, and business restructuring; and offer a broad range of other services designed to help reduce costs, improve productivity, and increase organizational effectiveness .*

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