

Guiding Success



How Pathway Helped 'Energize' A Lagging Leader at Enerfab

Enerfab is a construction, maintenance, and fabrication company dedicated to achieving excellence through execution. They're frequently recognized as one of Cincinnati's fastest growing, privately-held companies with nearly 4,000 employees and regional facilities throughout the United States.

This growth didn't come easily. New ownership, acquisitions, expansion into new regions – growth was coming at a pace that required outstanding leadership skills, which Enerfab had in spades. They did, however, have one executive whose personal growth was not keeping pace with the company's growth.

"We had a talented executive who had been with us a long time. He was struggling to grow as fast as we needed. Our company had gotten much bigger and his management and leadership style had not grown at the same pace. We brought in Pathway Guidance to help." – Dave Herche, Chairman

We got to work – our approach to talent development (including executive coaching) was a perfect fit for Enerfab's needs.

"Pathway did a 360 at the start. It was not good news. Despite this, my executive leader stepped up and engaged. Him and Tom met regularly. Six months later his 360 was glowing. He was so proud.

His hard work, his investment with Tom, led to tremendous change. He is now a developer of talent, which every leader needs to be. He has taken his direct reports from an inexperienced crew that needed a lot of direction to a high-performing team that delivers results."

No matter if it's one executive or an entire leadership team, we're able to help define the best path for delivering enduring, prosperous growth.

"We couldn't be happier with the results we achieved through working with Pathway. The executive Tom worked with is now our CEO and I've moved to Chairman of the Board. I'm excited to work with him to achieve some very aggressive goals as we move forward."

"We were too close to the problem. We couldn't see what needed to happen. Tom was able to get in here and really understand everything that was happening. He assessed his personality, spent 1-on-1 time with him, and attended meetings he led – even sitting in on individual goal setting meetings of his direct reports. Tom quickly diagnosed the management and leadership approach issues and knew exactly what to do to help our executive develop the critical skill he needed to find success going forward."

Dave Herche, Chairman
Enerfab

