



SIGMA Empowers a Diverse and Fractured Team to Move Forward as a Unified Entity



EnerMotion developed the world's first refrigeration unit powered by waste exhaust heat from truck engines. This innovative heat recovery system eliminates diesel and battery Auxiliary Power Units (APUs) and unnecessary main engine idling in heavy trucks traditionally needed to keep the truck's HVAC system running. EnerMotion's 'HYPER' system reduces operating expenses, while meeting anti-idling laws and provides improved overall efficiency while a vehicle is in motion or at rest.



BUSINESS CHALLENGE

EnerMotion has an innovative product and a very diverse workforce. Julian Kenney, Senior VP of Engineering & Operations at EnerMotion, was tasked with getting all of the stakeholders from different nationalities, religions and educational backgrounds to work together as a team. New leadership philosophies were needed that would embrace the diversity and different cultures of their employees and take both the company's leaders, and the people they lead, to a new level of performance.

The EnerMotion executives also realized that, just because they are a proudly Canadian company, unlike enterprises in the US, they could not rely on domestic demand alone. They needed to broaden their vision worldwide. It was not just a question of having the most modern products, they had to have a team of people who could interact with each other to really support the product and grow globally. EnerMotion needed to realize their strengths and developmental priorities with regard to both interpersonal and technical competencies to expand into today's international environment.

Kenney commented, "In today's global marketplace of constant change, renewal and innovation was required or we would be left behind. And that innovation would require solutions to some very complex problems."



→ BUSINESS SOLUTION

EnerMotion engaged SIGMA because they felt SIGMA understood them and would rapidly align themselves to their management innovation needs and growth goals. Kenney remarked, “Time was a very important factor. SIGMA was able to quickly bring a lifetime of learning and experience to the table. They were pragmatic, down to earth and provided the tools we needed for our development.”

SIGMA’s approach took into account the diversity of the people involved and the fact that this learning curve was not intuitive to most of them. From that perspective, they delivered the skills to enable EnerMotion to work together to achieve their global goals.

→ BUSINESS RESULTS

SIGMA’s Mindfulness program brought a very diverse group of people together and helped mold them into a team. Kenney comments, “I think this type of mindful team building is more than a trend. It is more an evolving need for any company with the increased complexity of making decisions in a global marketplace today.”

SIGMA was able to tailor their program to the moment and to look at issues that were, as Kenney puts it, “a little bit ahead of the curve.” SIGMA brought modern approaches to human relations in the workforce. Their methodologies for getting people to interact with others in stressful situations was a great success.

EnerMotion continues to look positively to the future as the company continues to grow and diversify – as does its workforce. Kenney concludes, “When I talk about diversity, I am not just talking about different backgrounds – people actually think differently. Going forward, I will use SIGMA’s character competency and capability solution that deal with these issues and come up with concrete plans and results.”

“*SIGMA gives you the skillset that allows you to effectively work with the team, lead the team and function within the team*”

– Julian Kenney, Senior VP of Engineering & Operations, EnerMotion Inc.