

# Rethinking Work : A Journey Toward Well-Being

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**with Brandon Moore | Executive Director Learning & Development | Kacmarcik Enterprises**

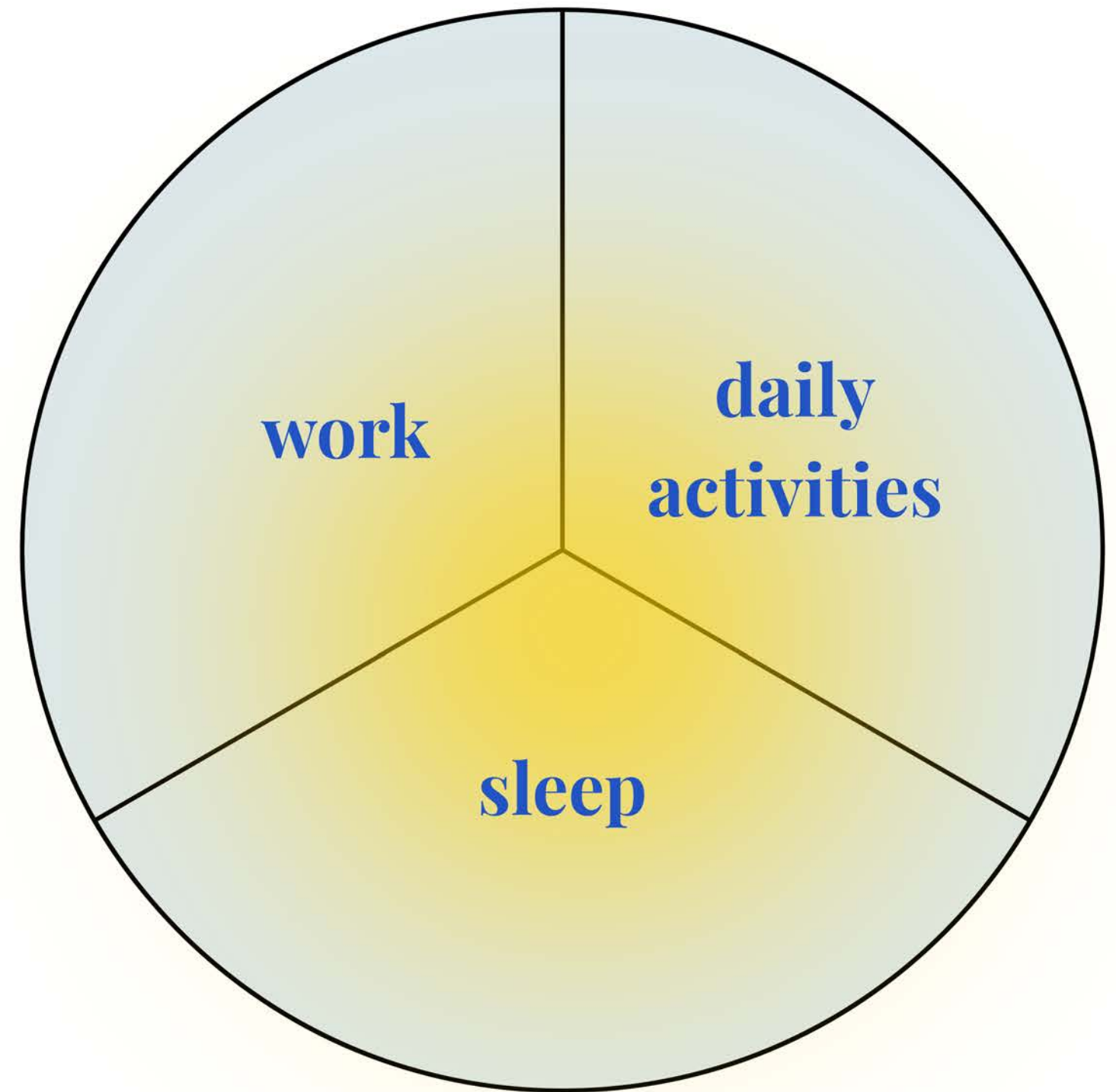
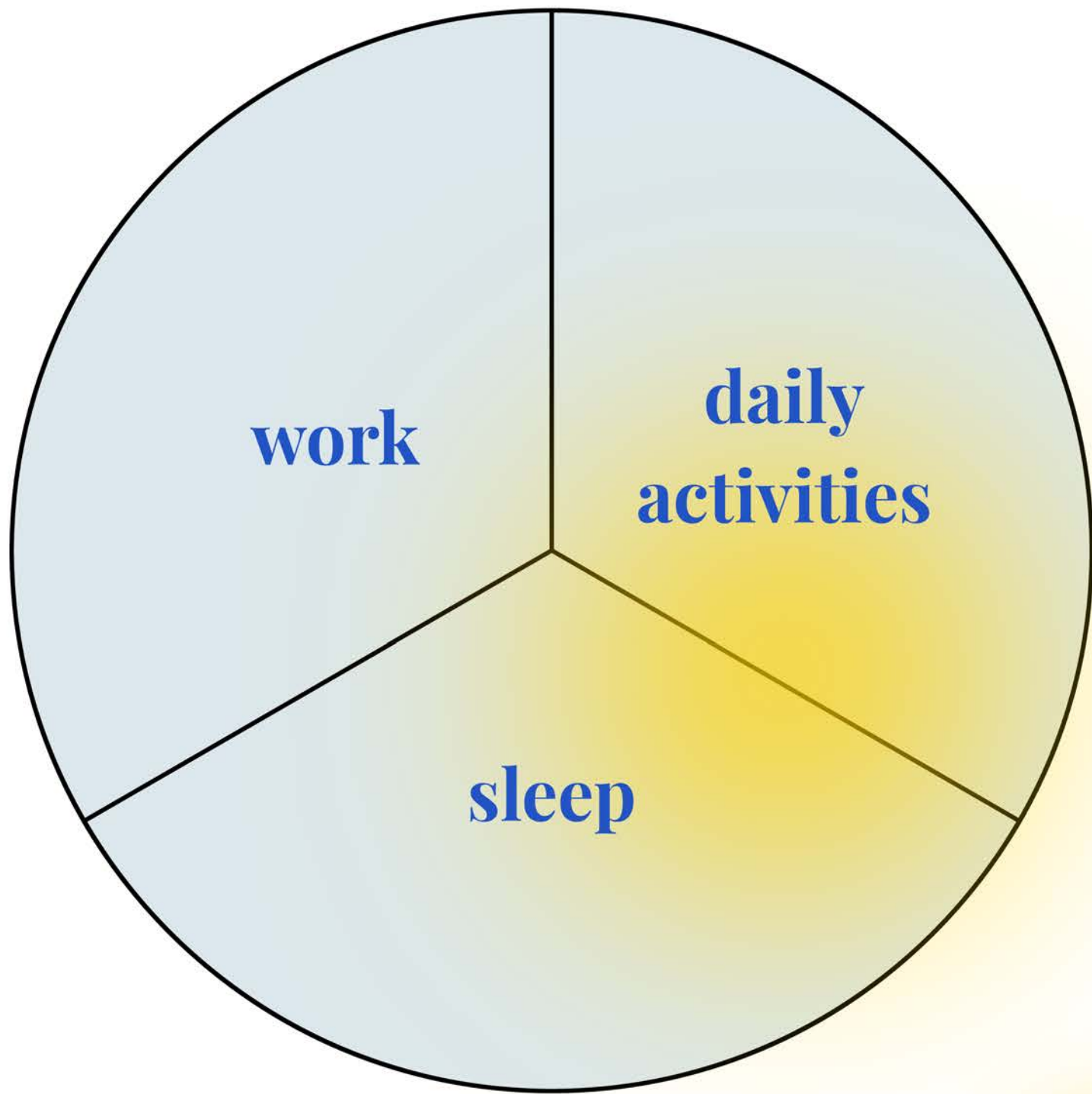
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# What if well-being was something that could be strengthened through work versus something that had to happen on the side?

What if the very act of going to work — the routines, the interactions, the daily tasks — could actually improve our well-being?





Represents Well-being

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# Well-being

An experience of life that allows a person to live with autonomy, awareness, and connection — to themselves, to others, and to something greater.

The ability to regulate your emotions, act with self-awareness, and feel empowered by knowing how to respond to and steer your life.





# Curiosity

## Daily Work Responsibilities



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# 3 Shifts

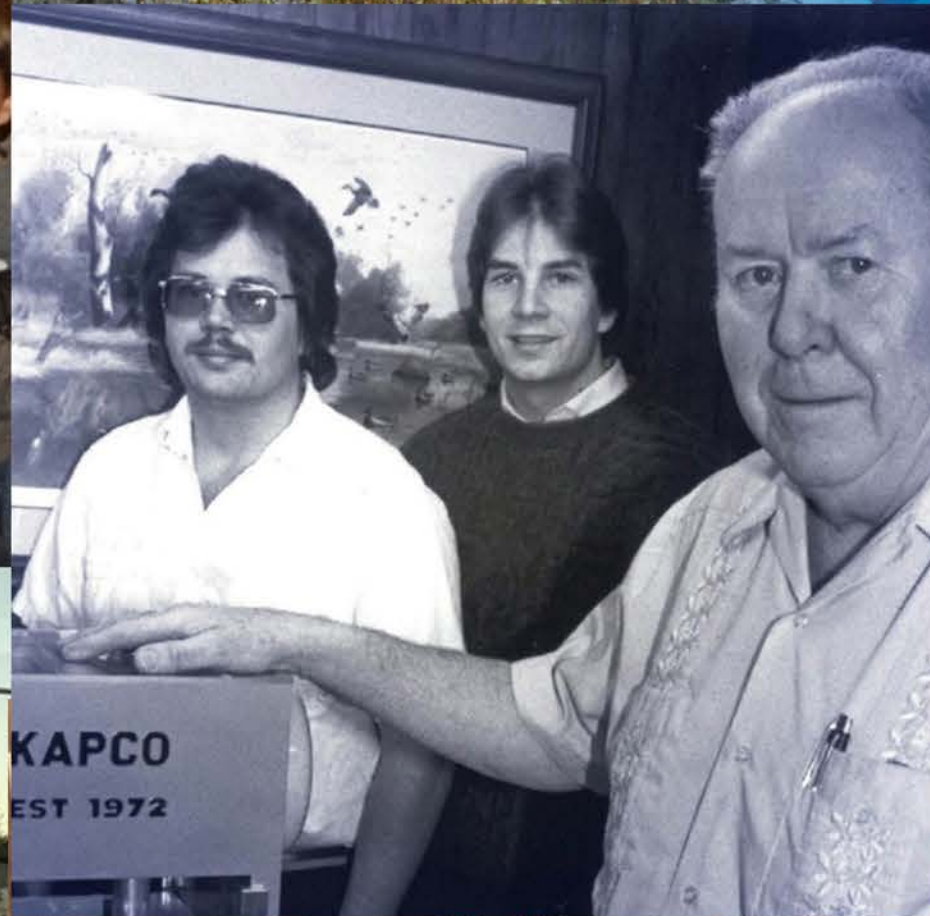
#1 Redefine what well-being means

#2 Reconnect with the human experience

#3 Reimagine everyday work as a platform for growth



# Maddy Becker



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# The Kacmarcik Center for Human Performance

## “The KCHP”



An aerial photograph of an industrial facility. In the background, there are several large, long industrial buildings with grey roofs. In the center, there is a smaller, two-story building with a gabled roof and large windows, surrounded by a parking lot with several cars. The foreground shows a paved road and some landscaping with trees and grass. The text "Kapco" is overlaid in the top left, and "The KCHP" is overlaid in the center. A signature "MB" is in the bottom right corner.

Kapco

The KCHP

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# The Kacmarcik Center for Human Performance





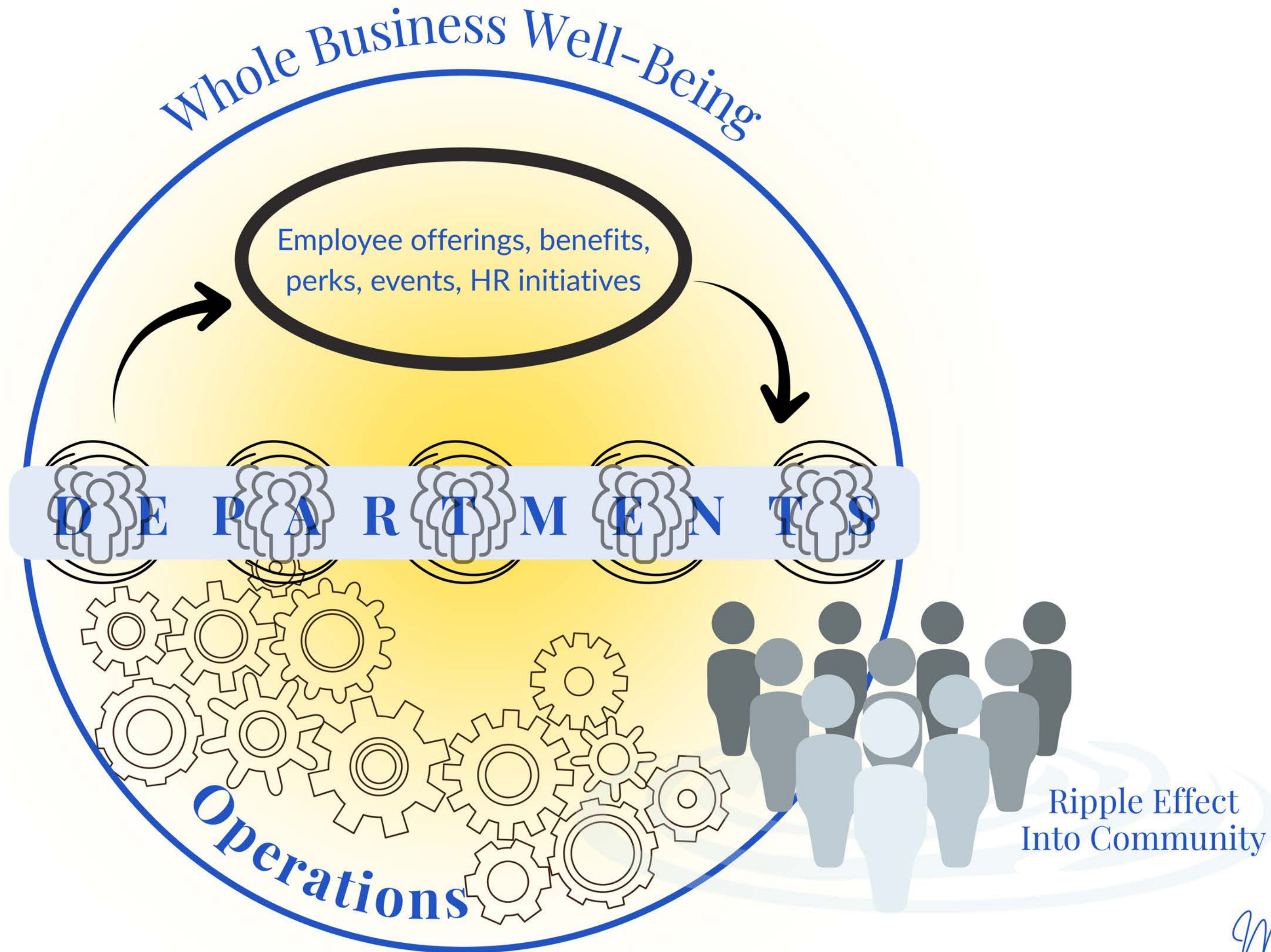
# Summer Thrive



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Complex  
Work  
Environment





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# Having a Mindset of Whole-Business Well-Being

“Considering how the complex work environment, and one’s existence within and interaction with it, may contribute to the well-being of an individual, collectively making up the well-being of the business, influencing the surrounding community. Looking at how business standards, norms, policies, operations, culture, profits, positively or negatively affect the health of the individual.”

-Maddy Becker

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Shift #1

# Redefine What Well-Being Means



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# Employee Well-Being Survey

Built on research, custom designed, identifying statistically significant results

Leadership  
Support



Employee  
Confidence

Recognition &  
Appreciation



Participation

Shift Worked



Engagement



# How do you think well-being-related initiatives will impact your daily work?

1. Reduce my stress levels



2. Improve my focus and productivity



3. Increase my overall job satisfaction



4. Improve my physical health and energy levels



5. Help me maintain a better work-life balance



6. Enhance my emotional well-being and resilience



7. Help me manage work-related challenges more effectively



8. Foster better relationships with my colleagues



9. Provide a greater sense of support and belonging at work



10. Increase my engagement with work tasks





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## What is your biggest hope or concern regarding the future of employee well-being at our company?

A well ran company that takes care of its employees

I would hope that everyone has a feeling of well-being

I hope the company can make an impact or change on people's lives. Lots of us tend to stay quiet but once you get them to open up it can get better.



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**“From guessing to  
observing, listening,  
measuring, asking,  
collaborating, &  
designing.”**



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Shift #2

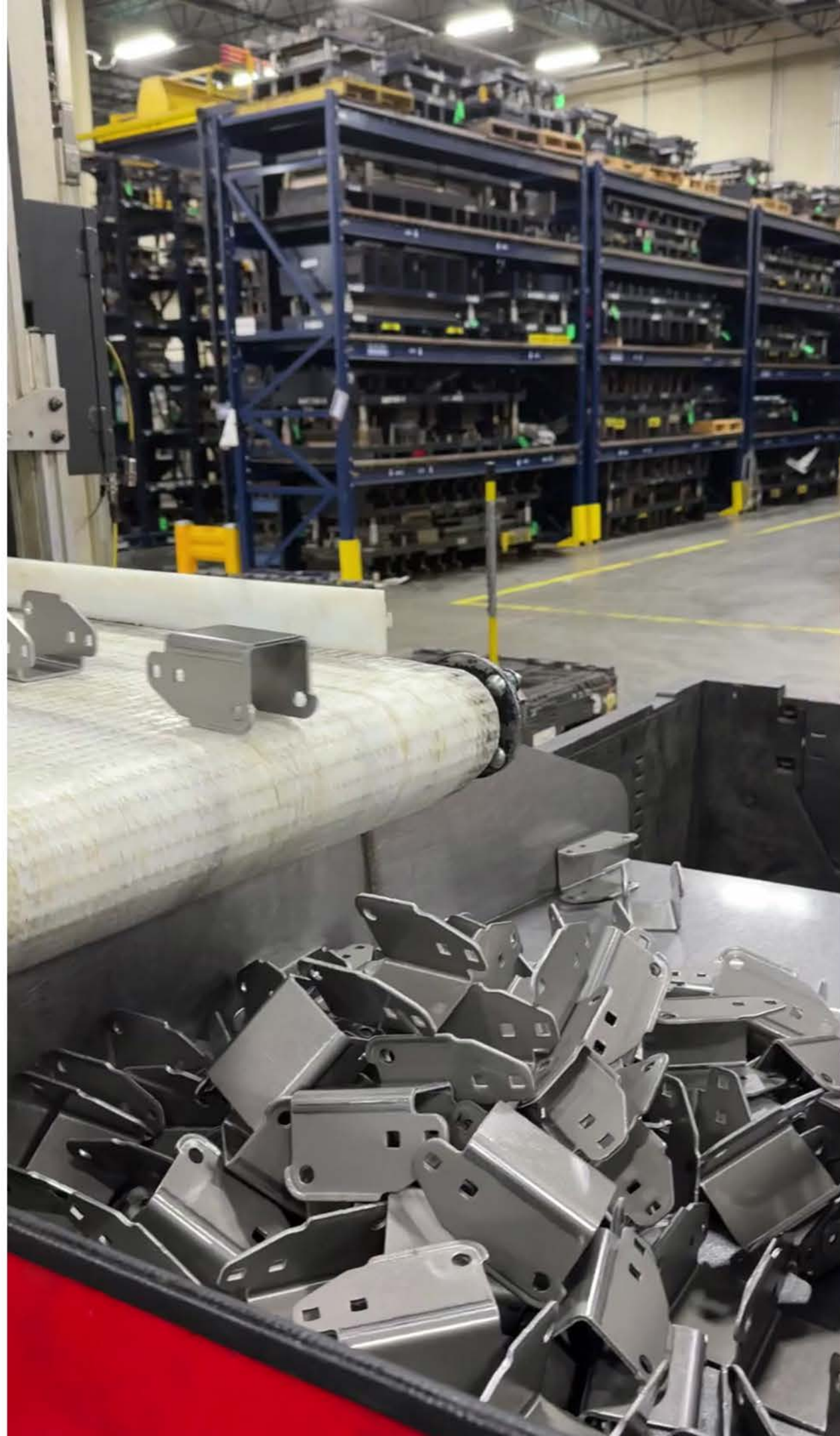
# Reconnect With The Human Experience





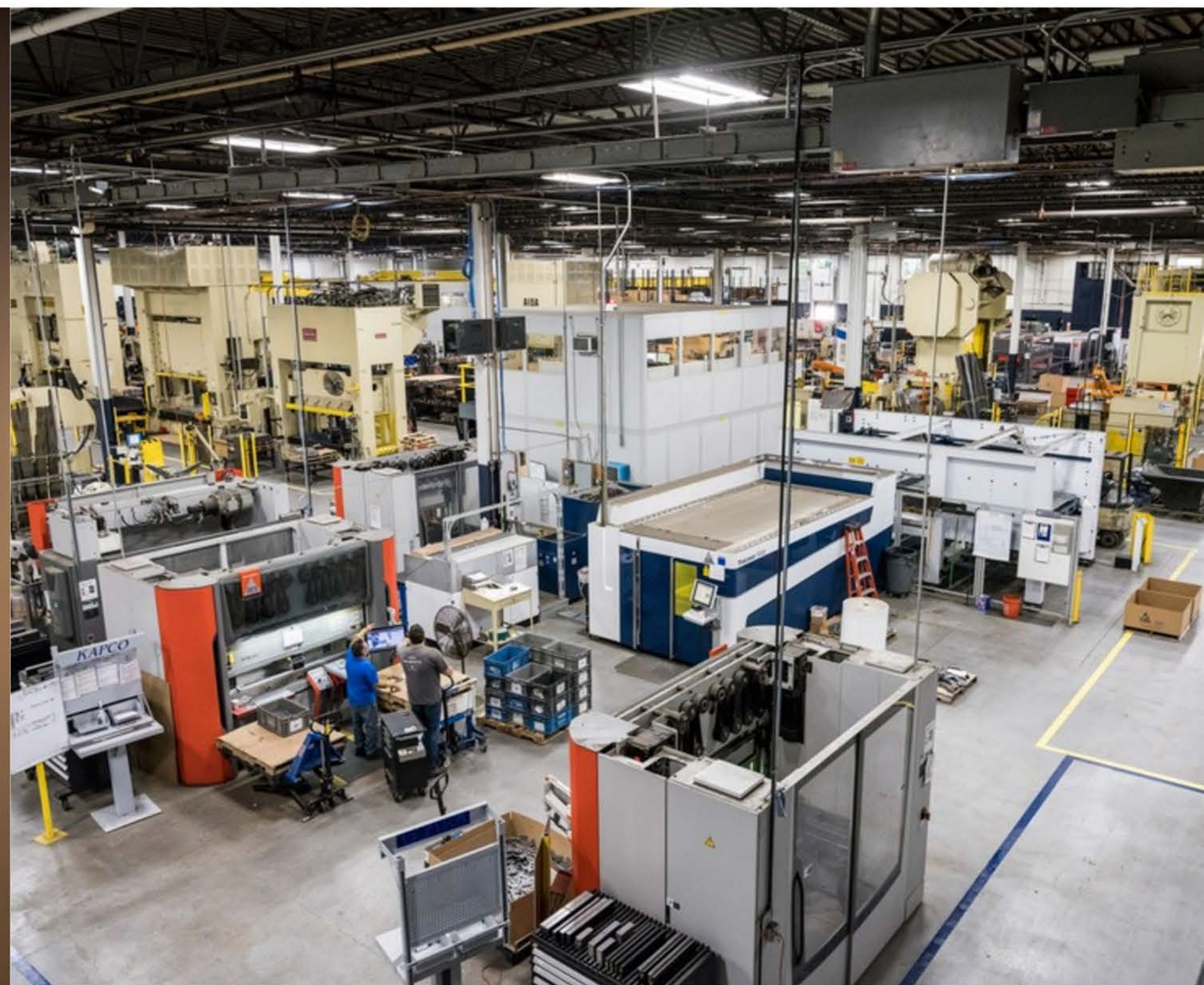
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KAPCO is proud to support Oshkosh and the armed forces of the United States during the production of the JLTV.

Oshkosh JLTV

KAPCO

LOWES

WB



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# Things we are exploring...

Mental health learning and support software available at workstations

Creating an employee well-being “FMEA” addressing safety, ergonomics, well-being load & score

Offering massages, stretching, and physical therapy for direct laborers on shift

Mini lunch-and-learns in employee lunchrooms

Reducing toxin exposure in the factory



# KCHP Offerings- Open for All

## Mission Statement

We empower human potential through learning that positively impacts performance, improves well-being, and inspires people to become their best – at work and beyond.

## Vision Statement

An environment where people pursue their full potential through personal growth and well-being, building a more connected community

## Core Values

Growth  
Well-Being  
Community  
Joy  
Innovation

[www.kacmarcikcenter.com](http://www.kacmarcikcenter.com)

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Shift #3

# Reimagine Everyday Work as a Platform for Growth



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# Brandon Moore

Executive Director of Learning & Development | Kacmarcik Enterprises

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# Organizational Growth Strategy

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## Tier 3 Development

Specific development towards career advancement,  
Mentorship, Executive Coaching Programs, Leading Leader Series

## Tier 2 Development

Wellness, IMPACT, Frontline Leader, Emotional Intelligence,  
Green Belt/Blue Belt, Professional Development

## Foundational Development & Training

OJT, Compliance, Kore Curriculum, Onboarding

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# Learning KPIs

**400+**  
Employees  
Impacted

Classes hosted by:  
Kapco Employees  
KCHP Representatives  
Outside Consultants

**850+**  
In-Person  
Experiences

500+ Wellness

**2000+**  
Enrollments

Over 50% were taken  
by production floor

**200+**  
In-Person  
Classes

50+ Professional  
Development





# KCHP - YTD Courses Dashboard

# of Classes

113

Training Hours

2,430

# of Employees

313

Total Engagement

64%

Self Paced

61

Impact

12

Professional Development

842

NHO

78

Wellness

313

Frontline

16

Sales/PLM KORE Curriculum Session 85	Quality KORE Curriculum Session 48	Glaze 35	Traditional Hatha Yoga 25	Basic Butchery with Chef Brian 20	Financial Freedom OSCEOLA Lesson 3 16	Heart Healthy Meals with Tracey 14		Maple Sugar Tapping 12	Suicide	Beginner	Bible 101 11	Financial
				knife skills with Chef Brian 19	Financial Freedom OSCEOLA Lesson 5 16	Yoga 14						
	NHO - KORE 47	Financial Freedom-Ramsey Program Week 6: Understanding Insurance	Trust Driven Culture 25	Build Your Own Acai Bowl with Elixir 17	Front Line Leadership 16	Financial Freedom-Ramsey Program Week B:		Birding with Experts 10	Butters & Jam 10		Kaita	Rain Barrel
Aimee's EHE SX 67		Financial Freedom-Ramsey Program Week 3: Baby Step 3: Emergency Fund	Finance KORE Curriculum Session 23	Financial Freedom OSCEOLA Lesson 1 17	Introduction to Tableau 16	Build your own Acai Bowl	You have pictures in your phone	Agroforestry with		Yin Yoga 7	Olive Sprig	
	Manufacturing KORE Curriculum Session 42	Financial Freedom-Ramsey Program Week 4: Baby step 4, 5, 6, 7	Financial Freedom-Ramsey Program Week 1: Baby Step 1 and	Financial Freedom OSCEOLA Lesson 2 17	Meal Prep with Tracey 16	Financial Freedom-Ramsey	Cookie Decorating	Bible 101-Easter				Pie
				Financial Freedom OSCEOLA Lesson 4 17	Superbowl Snacks 16	God's Wisdom for all Relationships	Excel Basics 9	Growing Dahlias &				
Supply Chain KORE Curriculum Session 54	Test for Public 37	Financial Freedom-Ramsey Program Week 5: Wise spending	Glaze Glass 23	Summer Grilling 101 with Chef Brian 17	Meal Prep on a Budget 15	Impact 12	Introduction to	Smartphone Video &				



# Training and Development Strategy

## Thrive Classes

- Well-Being, whole human approach

## Smart Manufacturing & Automation

- Kore Curriculum, Certifications

## Leadership Development

- Front Line, High Potential,  
Executive Micro-Learning





# Coaching Program

Coaching – “partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential.”

## Top Benefits of Coaching

- Confidence and Clarity
- Relationships & Communication Skills
- Learning & Performance
- Leadership Development

## WHAT IS COACHING?

Coaching, consulting, and therapy are frequently confused. Here are some specific ways in which they differ.

### THERAPY

- THERAPIST GUIDES SOLUTIONS
- INDIVIDUAL HEALING
- PAST-FOCUSED EXPLORATION



### CONSULTING

- CONSULTANT GIVES EXPERTISE
- ORGANIZATIONAL GROWTH
- PROBLEM-SOLUTION ANALYSIS



### COACHING

- COACH SUPPORTS CLIENT AGENDA
- INDIVIDUAL GROWTH
- FUTURE-FOCUSED PROCESS





# Career Learning Pathway

## Stamping Career

### Foundations

General Labor

Press Cell Technician

General Labor

- Manufacturing 101
- Industry Essentials- Clock
- Industry Essentials- KIS
- Ergonomics 102
- Press Basics 110
- Quality Overview 111
- Grinding Safety 211

### Technical Level I

Punch Press Operator I

Press Cell Technician I

- Basic Measurement 101
- Punch & Die Operations 120
- Stamping Safety 115
- Monitoring Press Operations 220

### Technical Level II

Punch Press Operator II

Press Cell Technician II

- Die Components 130
- Blueprint Reading 131
- Quality & Customer Service 175
- Guiding Components 230
- Die Setting Procedures 300

### Technical Level III

Punch Press Operator III

Press Cell Technician III

- Print Layout & Flow
- Forklift Certification

### Leadership

Stamping Lead

Stamping Press Cell Team Lead

- Durable Skills Development
- Management of Care
- Manufacturing Reports
- Production & Inventory Control





**Name: Brad Candido**

**Position: 2<sup>nd</sup> Shift Direct Labor**

**Talent Factor: High Potential**

Brad commutes daily from Kirchhayn, WI. He is divorced, no kids, associate degree in graphic design that he never used. He took a step back in terms of position and hourly wage to come to Kapco. His previous job was at a mid-sized sheet metal fabrication company which he left due to safety concerns. He likes his co-workers but feels like he is being underutilized. He feels like communication is not always the best between him and his supervisors. If he can't see a direct way to hit and surpass his prior salary, he will leave us within a year.

**Needs:**

- A safe working environment
- Open and thorough communication
- Respect for his prior experience

**Motivations:**

- Seeing routes to advancement
- Learning new skills
- Regular affirmations for his work

**Goals:**

- Hitting and surpassing his old salary by end of the year
- Eventually supervise.

**OTJ, Blueprint, Kore**

**12-15 Months**

**Blue Belt/Green Belt**

**18-24 Months**

**Frontline Leader Series**

**25-36 Months**

Career Tracks, Wellness & Professional, Coaching/Mentoring, Performance Reviews





**Name: Duncan "Dunny" Webster**

**Position: Executive Leader**

**Talent Factor: Well-placed, critical individual**

Dunny is a new addition to the senior leadership team at Kacmarcik Enterprises. He has prior experience in Communications, Strategic Ops and Entertainment, most recently at a large startup in Boston. He moved to WI for the role at Kacmarcik Enterprises as Dunny is a big thinker who has done big things in his career and sees a rare company where he would be empowered to do just that. He lives in Mequon with his wife of 35 years, and their only child lives on the east coast. Privately, he struggles with mental health challenges. He's prone to anxiety and depression. He worries that it could get in the way of his job at times. Want his next work to be his "legacy" project.

**Needs:**

- Retirement benefits
- The ability to make an impact
- Work from home options would be nice as she has a long drive.

**Motivations:**

- A warm, friendly work environment. Hates politics.
- Helping others, loves training younger talent

**Goals:**

- Leave a legacy
- Wants to help the next generation. Wonders about possibility of official "mentor" status.

**KFlourish, Coaching, Clifton**

**12-15 Months**

**Kore, Mentor Training**

**18-24 Months**

**Professional Development**

**25-36 Months**

Career Tracks, Wellness & Professional, Coaching/Mentoring, Performance Reviews



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# Learning, Together

We do not have it all figured out, but we dare to dream.  
And we believe curiosity will take us forward.



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What if, during the work we already have to do — we could improve our well-being?

What if the way I interact with others and the choices that I make today, could improve not only my own well-being, but someone else's as well?



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# Your Challenge

Pick one area of your work — a meeting, a policy, a communication, a process — and plant a seed of well-being inside it.

Then consider how that seed might grow beyond your experience — how it could influence your teams, your partners, and your community.



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# Thank You

“True well-being begins only once we have shifted into a state of awareness- connected with ourselves, present in our environment, and intentional with our actions.”

Maddy Becker

*Get In Touch*

