

## CASE STUDY

### IER Fujikura and Kent State University Partner on Project Management Training



Center for Corporate and Professional Development

#### BACKGROUND

IER Fujikura, a synthetic elastomer and custom molded rubber manufacturer serving in a wide range of industries including automotive, aerospace, industrial and medical, is dedicated to providing continuous improvement opportunities to their employees for personal growth. This learning and development culture lends itself to providing employees the opportunity to attend professional development programs that align with the skills needed for their day-to-day jobs.

IER Fujikura determined that it was important to expand its employees' knowledge base and understanding in the topic of Project Management. In fall 2015, IER Fujikura professional, Vancroft (Van) Culliton, Quality Engineer, attended Kent State University's Certificate in Project Management. Culliton was interested in taking a project management program to build upon his knowledge of how to run and manage a successful project.

Kent State's Certificate in Project Management provided Culliton with the skills needed to achieve this goal. With this training, Culliton saw areas in which his team could also benefit. It was important for him to bring his team up-to-speed on project management terminology and provide them with the same language to work together as effectively, efficiently and inclusively as possible.

#### THE SOLUTION

IER Fujikura expanded their partnership with Kent State's Center for Corporate and Professional Development and brought project management training on-site to their organization. Similar to Culliton's experience, fellow coworkers were not sure what to expect.

Kent State facilitator Bob Jewell, customized the training to meet the strategic needs of the company. Incorporating current projects IER Fujikura's team were working on, Jewell was able to engage the participants and provide training that was applicable to their daily operations.

"Looking at Bob Jewell's past experience, he not only 'talked the talk,' but he actually 'walked the walk.' He gave us real-world examples and provided feedback on current team projects. This feedback was very much appreciated. Bob provided credibility when it came to managing projects," stated Culliton.



#### ABOUT IER FUJIKURA

Founded in 1958, IER was one of the first molders of fluoroelastomers, IER Fujikura has been the leader in the technical culture of synthetic elastomers.

IER Fujikura's core capabilities include custom-molded rubber gaskets and seals; insert-molded, thermoset-bonded, Viton® and Fluorosilicone seals; Perfluorelastomer seals; engineered sealing designs; and rubber compounds formulated to meet automotive OEM reference fuel specifications.

Learn more: [www.ierfujikura.com](http://www.ierfujikura.com)

## THE RESULTS

Shortly after training, IER Fujikura was able to incorporate the concepts learned through the training in a current project they were rolling out, which was their new press implementation. In large part, the training provided the team with:

- the knowledge to successfully run a project,
- the ability to speak the same language, as well as
- the tools needed to meet project deadlines on time.

The project management training allowed the team to “organize, strategize and plan” for all of the tasks involved in order to successfully complete this project. Culliton stated, “The training enabled us to have a clear vision of the who, the what, the when and the why.” For example, when working with limited resources, the project mapping enabled the team to allocate their resources accordingly, eliminating any confusion of where in the process that project currently stood. This provided a clear vision to all employees working on the project.

As with any project, not all of the targets were hit, however, the training better prepared the team with the expectations of what was involved to better foresee and manage the unexpected. In the spirit of looking towards the future, the team values Bob’s training on how to close each project by looking at ways they can then improve their next project.



“ Throughout my experience working with Kent State, I found all of the facilitators to be industry experts that provide real-life experiences. Not only are they facilitators they are also very good coaches.”

– Van Culliton  
Quality Engineer

“ Great help in moving the company in a more disciplined method of completing projects well.”

– Gregory Paxson  
Plant Superintendent

“ Excellent instructor! A true expert and teacher.”

– Dean Wroth  
Quality Engineer