

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | MAY 2025

GRAHAM BRODOCK, PRESIDENT OF KRIS-TECH WIRE, ANNOUNCED AS MACNY'S 2025 MANUFACTURERS WALL OF FAME INDUCTEE



We're proud to announce Graham Brodock, President of Kris-Tech Wire, as MACNY's 2025 Manufacturers Wall of Fame inductee.

MACNY's Manufacturers Wall of Fame is a prestigious honor recognizing individuals who have demonstrated long-term dedication, outstanding leadership, and significant contributions to their industries and communities in Central and Upstate New York.

Graham Brodock is being recognized for his visionary leadership and transformative impact at Kris-Tech Wire, where he's served as President since 2014. Under his guidance, Kris-Tech evolved from a small regional wire mill to a nationally recognized manufacturer. Brodock's approach to leadership, which blends culture, employee wellness, and cutting-edge manufacturing practices, has propelled the company into a new era of growth and success.

By creating an environment where employees are encouraged to take ownership of their roles and contribute ideas for improvement, Brodock has cultivated a thriving culture of teamwork, cross-departmental collaboration, and ongoing professional development.

He led the construction of a new, state-of-the-art facility in Rome, NY, and has driven continuous upgrades to Kris-Tech's production lines. His focus on employee

training and leadership development has positioned Kris-Tech as a national manufacturing leader, with plans for global expansion in the years ahead.

"Graham exemplifies the values of innovation, dedication, and leadership that MACNY seeks to recognize with our Manufacturers Wall of Fame," said MACNY President & CEO, Randy Wolken. His ability to blend visionary leadership with a deep respect for culture and employee well-being has transformed Kris-Tech Wire into a highly respected leader in the manufacturing sector. His commitment to continuous improvement, both in manufacturing and in people development, is truly inspiring. We're proud to honor him with this prestigious recognition."

"It's a real honor to be acknowledged by the manufacturing community and our peers at MACNY," said Kris-Tech Wire President, Graham Brodock. "Kris-Tech has been fortunate enough to flourish as a national manufacturer for over 40 years. As we all know, moving a company forward takes more than a single person or idea. Our company has prided itself on attracting and hiring the best people and giving them the tools to be their best selves. With that in mind, our team has taken it upon themselves to grow our culture, build our market, and support our community. Without our employees, none of this would be possible."

Graham will be honored by MACNY members and community leaders at MACNY's 112th Annual Celebration of Manufacturing on May 22, 2025, at the SRC Arena & Events Center.

INSIDE

- 3 PRESIDENT'S MESSAGE**
Build a Talent Investment Approach
- 4 GOVERNMENT RELATIONS**
Talking Tariffs: We Want Your Insights
- 6 WORKFORCE DEVELOPMENT**
Navigating the Balance: A New Mother's Journey Through Apprenticeship
- 7 PARTNERS FOR EDUCATION & BUSINESS, INC.**
From Classroom to Career: Students Take the Next Step at SCSD Career Fair
- 8 UPDATES IN ENERGY**
Is Your Company Ready to be a Leader in Industrial Carbon Reduction
- 9 LEADERSHIP DEVELOPMENT**
A New Phase of Growth
- 10 THE BOTTOM LINE**
Cost Control Strategies for Manufacturers
- 11 STAFF ANNOUNCEMENTS**
MACNY to Expand Training Offerings with Hire of Steven Maloney as Director of Training
- 12 UPCOMING EVENTS**
Opportunities for you and your workforce





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112th Annual Celebration of Manufacturing

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

BUILD A TALENT INVESTMENT APPROACH



Finding workers with the right skills has become a global challenge. Changing demographics, widening skill gaps, burned-out middle managers, the desire for flexibility, generational disconnects, and eroding wages are all obstacles to a company's success. As a result, fewer businesses are reporting success in increasing productivity levels after a decades-long slowdown.

Business leaders have responded to the aforementioned challenges by growing investments in technologies ranging from automation and robotics to digital processes and artificial intelligence (AI). They understand that capital and talent must work together to increase productivity. However, this insight hasn't prevented companies from treating their talent — especially their frontline workforce — as merely an operating cost. Data from a recent McKinsey & Company study¹ underscores how shortsighted this approach truly is. Annually, across nearly every sector, companies invest three times more in talent than in capital assets — with manufacturers spending nearly five times as much.

Despite this imbalance in spending, too few companies attempt to calculate their return on investment (ROI) in labor with the same rigor they apply to their ROI in capital assets. However, a growing number of labor productivity leaders have exemplified that when companies maximize employee value, an increase in company value usually follows. With talent representing so much of a firm's investment in production, getting it right is essential. Talent shortfalls — whether due to stability challenges (such as high attrition, absenteeism, and chronic vacancies), low engagement, or mismatched skills — are even more expensive, especially when combined with limited labor productivity growth.

While each productivity leader analyzed in the study approached talent investment differently, they all shared a commitment to at least one of the following seven core aspects of workforce development:

- **Reassessing compensation:** A company must assess if its compensation is competitive enough to attract the necessary talent.
- **Optimizing work and environment design:** Reimagined workflows and spaces can improve safety, reduce waste, and enhance the working environment.
- **Improving workforce planning and scheduling:** Labor productivity leaders are strengthening their ability to forecast labor supply and demand while building more dynamic and satisfied workforces through flexible scheduling.
- **Investing in talent attraction and onboarding:** Productivity leaders are expanding the pipeline of future workers.
- **Measuring talent effectiveness:** The outperformers invest in tools and practices that create transparency while fostering individual and collective accountability.
- **Building strong cultures and employee experiences:** A community-oriented workplace culture creates a strong sense of belonging among employees, healthy relationships, and an environment that reinforces desired behaviors.
- **Investing in talent development:** Develop employees' capabilities beyond standard on-the-job training and tuition reimbursement. Focus on building holistic development opportunities that include online instruction, classroom training, life-skill development, and individual professional development.

It's important to remember that effective talent investment goes beyond the human resources (HR) department. Labor productivity leaders should assemble a dedicated, cross-functional team that includes HR, operations, engineering, finance, technology, representatives from the front line, and other departments to ensure the proposed investments meet real needs.

The process companies use for planning and prioritizing talent investments can follow the model already used for capital expenses. Company leaders must establish clear success metrics for all talent investments, including assessing their effects on productivity, workforce stability, and other key performance indicators. Revised performance management and incentive systems that recognize effective talent investment can provide enhanced reinforcement. To learn more about talent investment, contact Michael Frame, Executive Vice President of MACNY, at mframe@macny.org.

1. Greenberg, Ezra, and Fernando Perez. "The Missing Productivity Ingredient: Investment in Frontline Talent." McKinsey & Company, McKinsey & Company, 27 Feb. 2025, www.mckinsey.com/capabilities/operations/our-insights/the-missing-productivity-ingredient-investment-in-frontline-talent.

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

TALKING TARIFFS: WE WANT YOUR INSIGHTS



At the time of this newsletter's publication, a pause on higher tariffs is in effect. MACNY's Government Relations team is actively gathering input from you – our members. We want to hear how these potential tariffs could affect your company's operations, production, workforce, and domestic manufacturing overall. Your insights are critical in helping to better understand the broader impact of tariffs on the manufacturing sector and the role it will have in defining the future of American manufacturing. To collect this information, we've created a short confidential survey. If you're interested in participating, simply scan the QR code to access the survey.



**Complete the
Tariff Survey**

In addition to the survey, we're also in the process of assembling a cohort of members who will meet regularly to discuss how they're navigating the changes, the initiatives they're implementing to keep their businesses competitive in the global marketplace, and to exchange ideas around emerging opportunities and challenges. To learn more about joining the cohort, please reach out to me at tlatinogerlock@macny.org.

Despite the pause on higher tariffs, a 10% across-the-board tariff remains in place for all countries included in the reciprocal tariff announcement made in April, except China, which is subject to significantly higher rates. Other existing tariffs also remain in effect during the pause.

Tariffs on imported goods can have mixed impacts across the manufacturing industry. While they may increase costs for manufacturers who rely on imported materials or components, they can also benefit domestic producers by making imported goods more expensive – potentially increasing demand for

American-made products. The Trump Administration hopes these sweeping tariffs will help reverse the decade-long decline of American manufacturing and encourage reshoring efforts to bring production back to the U.S.

At the same time, this is a critical moment for MACNY to re-energize our advocacy efforts in support of the Tax Cuts and Jobs Act of 2017, which is expected to “sunset” in 2025. When originally enacted, this legislation gave a significant boost to American manufacturing and improved U.S. competitiveness in the global economy. MACNY will continue to engage with members of Congress to advocate for the extension of this Act, helping manufacturers navigate through this economic uncertainty. In addition, we remain committed to advancing energy and tax policies that support the manufacturing industry. You can join the sign-on letter campaign to support the Tax Cuts and Jobs Act by scanning the QR code below. As manufacturers, your voices carry weight in shaping the policies that impact our industry. We appreciate your participation.

This pivotal moment in history will shape the future of manufacturing, and MACNY's Government Relations team understands it's vitally important to maintain a strong and open dialogue with our members. If you have any questions or comments regarding this issue, please don't hesitate to reach out to me at tlatinogerlock@macny.org or MACNY's President & CEO, Randy Wolken, at rwolken@macny.org.



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WORKFORCE DEVELOPMENT

Samantha Wessing, Workforce Development Specialist

NAVIGATING THE BALANCE: A NEW MOTHER'S JOURNEY THROUGH APPRENTICESHIP



Becoming a new mom is one of life's most beautiful moments, but also one of its most difficult challenges. For many new moms, balancing work, school, and motherhood is an overwhelming prospect, but for one Semikron Danfoss employee, taking on a Registered Apprenticeship Program while pregnant and navigating the early days of motherhood turned out to be an empowering journey.

Semikron Danfoss, located in Utica, NY, is a global leader in power electronics. As a manufacturing powerhouse, they recognize the importance of investing in employee growth and development. Semikron Danfoss began its Registered Apprenticeship Program journey in the fall of 2023 with a cohort of Industrial Manufacturing Technician (IMT) apprentices. This was made possible under MACNY's Group Sponsorship, with support from Growing Apprenticeship in Nanotechnology and Semiconductors (GAINS), a National Institute for Industry and Career Advancement (NIICA) initiative. This spring, a noteworthy 16 IMT apprentices will graduate to journey worker status from Semikron Danfoss' program. One of these apprentices, Sheenise Burrell, navigated and balanced this process with the excitement of impending motherhood.

Just as Sheenise began her Related Technical Instruction at Mohawk Valley Community College (MVCC), she discovered she was pregnant. "It was a surprise," she admitted, "and being my first pregnancy, my first thought was 'how am I going to balance work, school, and all the things that come with becoming a mom?'" Her fellow apprentice – and father of their baby – Josh Weymer, stood by her side with unwavering support and encouragement. A member of the same apprenticeship cohort, Josh was her biggest cheerleader, helping Sheenise believe in herself and realize she could achieve her goals.

Managing her pregnancy while still meeting the demands of the Registered Apprenticeship Program required a lot of dedication and an understanding of when to ask for help. "My MACNY representative, mentor, fellow Danfoss employees and apprentices, and professors were all willing to help me out." Sheenise's professor at MVCC worked closely with her to ensure she stayed on track and completed her courses. Despite giving birth to a beautiful baby girl three weeks before her final exam, Sheenise never fell behind on her coursework.

For Sheenise, completing the Registered Apprenticeship Program wasn't just a personal achievement, but an opportunity to blaze a trail for her daughter. "I just want her to see that it's never too late. Once she makes up her mind and puts real intentions to what she wants in life, her goals will never be too far out of reach." To her baby girl, Sheenise offers a heartfelt message: "Since I brought you home, I wanted to give you the world. When you're old enough, I hope you take every opportunity that comes your way. Live your life with love, give yourself grace, and aim for a better you. I love you always."



When asked what advice she would give to other new working mothers, Sheenise highlighted the importance of investing time in yourself. "You're always worth it. It's never too late to start," she shared. "When you take the time to pour into yourself, it benefits everyone in your life. Success takes effort. Focus on making yourself proud."

Sheenise's journey is a testament to the strength of mothers everywhere, proving that moms can do anything they put their minds to, and no goal is out of reach. This month, we celebrate Mother's Day and salute Sheenise Burrell and all who juggle motherhood while working towards professional goals.

PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

FROM CLASSROOM TO CAREER: STUDENTS TAKE THE NEXT STEP AT SCSD CAREER FAIR



On March 19th, Syracuse City School District (SCSD) held their fourth annual career fair, at SRC Arena & Events Center. This highly anticipated event was made possible through the collaborative efforts of SCSD, Onondaga Community College (OCC), MACNY, and Partners for Education & Business, Inc. (PEB). As always, it was an invaluable opportunity for students to connect with local businesses and explore potential career paths.

This year's Career Fair welcomed 11th and 12th graders from SCSD's Career and Technical Education (CTE) program, Pathways in Technology Early College High School (P-TECH) students, and non-CTE 12th graders. The students who participated had direct access to industry professionals across a variety of fields. With participation from 90 companies in industries such as healthcare, technology, military, manufacturing, and education, students gained firsthand insight into career opportunities available in Central New York and beyond.



Throughout the event, students engaged in meaningful conversations with employers and learned about job openings, internships, and career pathways tailored to their skills and interests. Employers, in turn, had the chance to meet enthusiastic, career-ready students and discuss opportunities within their organizations. Many students left with a deeper understanding of their professional options, while companies appreciated the opportunity to connect with the region's emerging workforce.

"This is a great event that connects local businesses with the upcoming workforce...We love to connect with the students in our community to teach them about what we do and how rewarding a career in manufacturing can be!" shared Elyse Mascari, Human Resources Manager at Smurfit Westrock. Janet Clark, Education Coordinator, at Laboratory Alliance of Central New York, LLC said, "We participate to shed light on the very important careers that exist in clinical laboratories. Since we're the behind-the-scenes detectives in healthcare, students often don't hear about [us]."

"The SCSD CTE Career Fair is always an exciting time to see how our students put the skills they've learned into action. [They] do a great job engaging with professionals through direct eye contact, firm handshakes, and asking relevant questions about career opportunities," shared Quindell Williams, CTE Workforce & Talent Development Coach at SCSD.

MACNY and PEB remain committed to fostering these connections and supporting students as they transition from education to the workforce. Events like this highlight the importance of collaboration between education and industry, ensuring students are equipped with the knowledge and resources necessary to thrive in their future careers.

We extend our gratitude to all participating businesses, educators, and students who made this year's event a success. We look forward to continuing this tradition and strengthening the bridge between classroom learning and career readiness.



Partners for Education & Business, Inc. (PEB) is an affiliate of MACNY. We collaborate with schools, industry partners, and community members to create career pathways by coordinating career exploration and preparation programming in the Central New York area.

UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

IS YOUR COMPANY READY TO BE A LEADER IN INDUSTRIAL CARBON REDUCTION?



NYSERDA's Commercial and Industrial (C&I) Carbon Challenge is driving industrial innovation across New York State. Since its launch, the C&I Carbon Challenge has awarded funding to leading manufacturers and industrial facilities to implement clean energy solutions that reduce emissions, increase efficiency, and advance New York's climate goals. With the next round of funding anticipated in Q2 2025, now's the time to assess your carbon reduction strategies and prepare for the next application cycle.

What Is the C&I Carbon Challenge?

The C&I Carbon Challenge is a competitive funding opportunity designed for energy users capable of significant carbon reduction, such as manufacturers, to implement transformative clean energy projects. Eligible projects may incorporate:

- Energy efficiency improvements
- On-site renewable energy systems (photovoltaics, wind, or solar thermal)
- Heat pumps
- Electrification of thermal loads
- Carbon capture, utilization, and storage
- Process emission reduction
- Low-carbon fuel use
- Other efficiency or renewable energy technologies.

Since 2018, the program has committed over \$60 million in funding, leading to the reduction of 4.6 million metric tons of carbon dioxide – the equivalent of removing more than 1 million cars from the road annually.

Past Industrial Leaders in Carbon Reduction

New York State manufacturers are stepping up to the challenge, adopting groundbreaking solutions to reduce carbon emissions.

Past winners of the C&I Carbon Challenge include notable companies with awards up to \$5 million each:

- Kraft Heinz Company will reduce 92% of facility-wide emissions through electrification, efficient heating, and thermal storage at their Lowville, NY plant.
- American Rock Salt Co. will replace one-third of their mine's diesel-powered production with electric continuous miners, significantly decreasing fossil fuel use in Mount Morris, NY.
- Skyven Technologies and Lactalis will work together to install high-temperature electrified heat systems to decarbonize industrial processes for customers in New York.
- RED Rochester, LLC will reduce emissions by eliminating vented waste steam, installing three solar photovoltaic (PV) arrays, and replacing centrifugal air compressors.
- Anheuser-Busch, LLC will complete multiple projects in pursuit of a Carbon Neutral Brewery (CNB) at its plant in Baldwinsville, NY.

These companies have set the standard for industrial decarbonization in New York, leveraging the Carbon Challenge funding to implement projects that drive both sustainability and efficiency.

Looking Ahead: 2025 Carbon Challenge Round

The next round of the C&I Carbon Challenge is expected to launch in Q2 2025. If your company is looking to reduce emissions, cut energy costs, and gain recognition as a sustainability leader, now's the time to start preparing your project concepts.

How to Get Started

The NYSERDA Outreach team is available to discuss project eligibility, application requirements, and other funding opportunities. Contact Cindy Oehmigen at coehmigen@macny.org or NYSERDA at carbonchallenge@nyserdanyc.org to learn more.



Thank you to NYSERDA for sharing your insights. .

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

A NEW PHASE OF GROWTH



Isn't May a beautiful and exciting month? Trees have finished setting their leaves, flowers are in bloom. May's not only a time of new growth, but the beginning of maturity in growth. This month, I'd like to share with you the growth I'm experiencing as I approach a new season in my life.

In case you haven't heard, we have some exciting news at MACNY. Steven Maloney is returning as our Director of Training. As Chief Leadership Officer, one of my primary responsibilities has been delivering all our leadership and soft skills training. Over the last nine-plus years, I've had the privilege of growing in both skill and confidence while leading these sessions. And while I've truly loved every minute, it became clear to me (and others) that the demand for training and coaching had outpaced what I could sustainably deliver on my own. To meet that growing need and continue providing high-quality experiences our members expect, it was time to expand our training team. Steven's return allows me to keep doing what I love, coaching and training, while also making space to explore my next phase of growth.

Recognizing something needs to change is one thing – knowing exactly what to change and how to do it is something else entirely. I knew the amount on my plate was growing and that delivering excellence in my classes while coaching would only become more difficult as MACNY continues to grow. Even with that clarity, I found myself unsure of what the right solution looked like. What would this next phase of growth require? What form would it take? Randy Wolken, MACNY's President & CEO, asked me, "What is it you want to do?" I knew I had the support and encouragement to pursue my purpose – I just needed to define what that purpose looked like in this new season.

For those that read my weekly posts, you may recall my chosen word for 2025 was: "purpose." My daily reflection sheet has the title for each day, "Living Out My Purpose," and yet I was struggling to figure out how it was shifting. During a conversation with my Executive Coach, Jack Klemeyer, I was challenged to reassess and look beyond the perception I have of myself to see what I could be. He forced me to confront my self-limiting beliefs and made me take an honest look at the future. All this lingered in my mind as I headed to the International Maxwell Certification (IMC) event in Orlando.

I started attending IMC in 2014, and every year I returned home energized and inspired – with fresh ideas to help me grow and deliver the best possible training and coaching to members. This year was no exception, but it also offered something deeper: clarity and perspective. That insight came on the final day, just before the conference ended. Ryan Leak challenged us to elevate our work – not just to do more, but to make it excellent. Tim Tebow drew powerful distinctions between encouragement and coaching. John Maxwell ended the event with a message that truly resonated. He spoke about what it means to be a seasoned leader, and one line in particular stuck with me. "Age alone doesn't make someone seasoned. What is required is growth, perspective, grace, endurance, understanding, and faith. A 30-year-old may know the principles of success – may have been told them, read them, quoted them, even taught them – but hasn't yet lived them all." I returned home from the conference having found my purpose, and my path, and now it's time to grow into that purpose.

As part of the expansion of MACNY's Training Department, Steven will lead the development and delivery of impactful training programs designed to strengthen workforce skills across the manufacturing sector and beyond. He'll also provide targeted coaching for leaders and HR professionals, focusing on customized development pathways and 360-degree evaluations. A certified John Maxwell coach, trainer, and speaker, Steven and I will partner to grow the organization's leadership offerings within the Maxwell portfolio. He will also spearhead new content initiatives, including the creation of a Mentor Training Program to elevate mentorship and enrich the experience within MACNY's Registered Apprenticeship Program.

Bringing Steven on board will allow me to lean in more fully and pursue excellence in MACNY's leadership offerings. It will grant me more time to begin developing my own leadership courses with original content that's tailored to the unique focus areas of our members and community. During a conversation about this next step, my Executive Coach, Jack, posed a powerful challenge: "How will you grow to guarantee you're delivering the best to your clients and classes?" His words struck a chord. It was a call to rise to a new level – a deeper, more seasoned kind of leadership that only comes with time, growth, and a willingness to stretch beyond the familiar.

You have my full commitment: I'm investing the time, energy, and effort so I can continue delivering my best to all of you in the months and years ahead. I'm excited for what's next. Let's keep growing, together.

THE BOTTOM LINE

Joe Rocco, CPA, Audit Partner-in-Charge
Bowers CPAs & Advisors

COST CONTROL STRATEGIES FOR MANUFACTURERS

In the fast-paced and increasingly competitive manufacturing industry, controlling costs while optimizing resources is critical for achieving profitability and long-term sustainability. Manufacturers are constantly seeking ways to operate more efficiently, reduce waste, and maximize their bottom line.

As Certified Public Accountants (CPAs) and business consultants, we've seen firsthand the impact that thoughtful, strategic cost management can have on the overall health and success of a manufacturing business. By focusing on key cost control strategies, manufacturers can improve operational efficiency, reduce unnecessary expenditures, and ultimately position themselves for sustained growth.

One of the most widely adopted strategies for cost management in manufacturing is lean manufacturing. Lean principles emphasize the elimination of waste, whether that's excess inventory, inefficiencies in production, or non-value-added activities. By focusing on maximizing value with minimal resources, lean manufacturing creates significant opportunities for cost reduction. Methods such as 5S (Sort, Set in order, Shine, Standardize, Sustain), Kanban, and value stream mapping help manufacturers identify and remove unnecessary steps in the production process. These practices not only reduce costs but also improve overall efficiency, productivity, and the flow of goods through the production system.

Another key strategy for cost control is Just-in-Time (JIT) inventory management. By aligning production schedules with customer demand, JIT minimizes inventory holding costs and reduces the need for large storage spaces. Rather than carrying excess stock, manufacturers can order materials and parts only when they're needed, reducing the risk of excess or obsolete inventory. This approach not only cuts down on storage costs but also helps optimize the cash flow of a business, freeing up capital for other operational needs. JIT also fosters greater flexibility and responsiveness to changing market demands.

Efficient sourcing and supplier management are critical components of any successful cost-management strategy. By selecting suppliers who offer competitive pricing and consistent delivery schedules, manufacturers can reduce procurement costs while ensuring high-quality materials. A strategic approach to sourcing involves negotiating favorable terms and establishing long-term relationships with suppliers. This can help mitigate risks of supply chain disruptions and maintain a steady flow of high-quality inputs, which is essential for keeping production on track. Effective supplier management also includes regular monitoring and assessing supplier performance, ensuring they meet quality and delivery standards. This proactive management can uncover areas for improvement and foster cost-reducing partnerships that drive long-term benefits.

Incorporating technology and automation into manufacturing processes has proven to be a game-changer for many businesses looking to cut costs. Technologies such as robotics, Computer Numerical Control (CNC) machining, and advanced manufacturing systems automate repetitive tasks, reduce manual labor, and improve the precision and quality of products. On the business side, Enterprise Resource Planning (ERP) systems and data analytics allow manufacturers to gain deeper insights into their operations. By analyzing real-time data on costs, production schedules, and resource allocation, businesses can pinpoint inefficiencies and make informed decisions to reduce waste and optimize resource use.

Cost management isn't a one-time fix — it requires ongoing attention and a culture of continuous improvement. Encouraging employees at all levels to identify areas for improvement and suggest cost-saving initiatives can lead to incremental gains that add up over time. By creating a company-wide mindset focused on improvement, manufacturers can cultivate an environment where every employee is invested in finding new ways to save time and money.

Effective cost management is an ongoing effort, but it's essential for manufacturers looking to improve profitability and stay competitive. By applying strategies such as lean manufacturing, JIT inventory management, strategic sourcing, and automation, businesses can streamline operations, cut unnecessary costs, and drive long-term profitability. These approaches, when implemented thoughtfully, help manufacturing businesses better allocate resources, improve efficiency, and navigate the challenges of a rapidly changing industry. With a focus on continuous improvement, manufacturers can position themselves for sustained success and profitability in the years to come.

Joe Rocco graduated from Hartwick College with a B.S. in Accounting. As an Audit Partner with over 15 years of experience in public accounting, Joe has proven success working with organizations in proposing and overseeing the implementation of internal controls and process/system improvements to help improve efficiency and reduce operational risk.



STAFF ANNOUNCEMENT

MACNY EXPANDS TRAINING OFFERINGS WITH HIRE OF STEVEN MALONEY AS DIRECTOR OF TRAINING



We're pleased to announce the expansion of our training department with the appointment of Steven Maloney as Director of Training. His extensive experience in human resources, leadership development, and continuous improvement initiatives will be essential to enhancing our training offerings and providing members with the tools and skills needed to drive their success.

In this key role, Steven will lead the development and delivery of a wide range of training programs designed to strengthen workforce skills across the manufacturing sector and beyond. Steven will also be responsible for coaching leaders and HR professionals, with a focus on developing tailored coaching pathways and utilizing 360-degree evaluations.

As a certified John Maxwell coach, trainer, and speaker, Steven will collaborate with David Freund, MACNY's Chief Leadership Officer, to expand MACNY's training offerings within the Maxwell portfolio. Additionally, Steven will spearhead new content development, including the creation of a Mentor Training Program for MACNY's Registered Apprenticeship Program, aimed at enhancing mentorship and strengthening the apprenticeship experience.

"Steven's deep experience in training, coaching, and leadership development makes him a great fit to drive MACNY's training programs forward," said Randy Wolken, President & CEO of MACNY. "His hands-on experience in manufacturing and proven success in coaching and mentoring will be invaluable as we continue to expand and diversify our training offerings to meet the needs of our members and the broader community."

Steven brings over 25 years of experience in the manufacturing sector, having held executive leadership roles at Marquardt Switches North America as the Director of Human Resources-US and at International Wire Group as the Vice President of

Human Resources. From 2008 to 2015, he was employed at MACNY, playing a key role in enhancing industry-focused education through programs like Situational Leadership II, Crucial Conversations, and Crucial Accountability. Steven has a proven track record in leadership development, quality assurance, and continuous improvement, working with high-profile companies such as Chobani, INFICON, Pratt & Whitney, Bristol-Myers Squibb, Lockheed Martin, and Empower FCU.

Steven serves as an Adjunct Professor in the Master of Science in Engineering Management program at Clarkson University and at the Martin J. Whitman School of Management at Syracuse University, teaching undergraduate and graduate-level courses in Strategic Management, Change Management, and Leadership.

Steven's credentials include a Bachelor of Science degree in Environmental Engineering from SUNY Environmental Science and Forestry and an MBA from Le Moyne College. He has been recognized for his business accomplishments and leadership, receiving the Central New York 40 Under FORTY award for his contributions to the region.

Starting in May, Steven will deliver training in several key areas, including Supervisory Leadership, Lean Six Sigma Yellow Belt, Introduction to 5S and Visual Workspace, Crucial Conversations: Accountability, Crucial Conversations: Mastering Dialogue, and DISC Assessment, among others.



The Manufacturers Association

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MAXIMIZE YOUR MEMBERSHIP

May 6th | 9:15 - 10 AM

DEVELOPING AND IMPLEMENTING AN EFFECTIVE TRAINING AND COMPETENCY SYSTEM

May 7th | 8 AM - 12 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

May 8th | 9:15 - 10 AM

TRENDS IN EMPLOYEE BENEFITS

May 14th | 8:30 - 9:30 AM

TOUR OF CONSTELLATION NUCLEAR STATION

May 14th | 3 - 6:30 PM

INTRO TO 5S AND VISUAL WORKPLACE

May 15th | 8 AM - 12 PM

LEAN SIX SIGMA YELLOW BELT

May 20th & 21st | 8 AM - 5 PM

112TH ANNUAL CELEBRATION OF MANUFACTURING

May 22nd | 5 - 8:30 PM

PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Starting May 27th | 9 AM - 12 PM

BUILDING AN EFFECTIVE SUPPLIER QUALITY SYSTEM

May 28th | 8 AM - 12 PM

CRUCIAL CONVERSATIONS: ACCOUNTABILITY

May 28th & 29th | 9:30 AM - 3:30 PM

TOUR OF WORTHINGTON STEEL

May 28th | 3 - 6:30 PM

INTENTIONAL LIVING WEBINAR

May 29th | 9 - 10:30 AM

