

2013

Employer of the Year | Winner: MPM Ltd

Celebrating employers' commitment to developing their workforce through apprenticeships and/or training.

Overview

MPM manufactures a range of high quality glass-reinforced polymer products in both high and low volume from bath panels and shower trays to ambulance parts, wheel chair access ramps, water tanks and many other products.

In early 2012 it became apparent to the company that it needed to improve its systems, practices and culture in order to meet growing customer demands and its own goal of being the best it can be. To this end in June that year it introduced a training and development system based on policy deployment.

A system for employee performance review and personal development planning defined the roles and responsibilities of persons conducting, and receiving, reviews. It also provided a formal opportunity to review performance and development at all levels, using a common framework and balanced measures.

Reviewers provided time for the review process; encouraged individuals to review their own performance; and allowed access to the Standard Operating Procedure governing the review process, in order to provide guidance. The individual would agree a personal development action plan during this meeting.

This process is still undertaken at MPM.



"In the early stages of MPM's five year strategy it was great to see the team and company as a whole find recognition from our recognised industry association and it only spurred the team on to continue with our continuous improvement journey."

Ben Wilson, Director, MPM Ltd

The Composites UK Industry Awards are presented at the black-tie dinner on the first Wednesday in November. The event is aligned with the Composites Engineering Show in Birmingham.

Keep an eye out for our annual nomination process every May for your chance to apply.

www.compositesuk.co.uk/awardsdinner