

Success Story: Remmey - The Pallet Company Trains Manufacturing Supervisors to Effectively Support Company Culture and Increase Operational Efficiency

written by Lauri Moon | July 20, 2026



Remmey - The Pallet Company, located in Beaver Springs, PA, is a privately held pallet design and manufacturing company with approximately 114 employees. For more than 70 years, Remmey has served the region's shipping and logistics needs by producing high-quality pallets using both new lumber and recycled materials. The company remains committed to exceptional customer service and superior product quality.

In late 2025, Controller Tammy Bubb identified a need to strengthen leadership capabilities among Remmey manufacturing supervisors. Organizational changes, including the introduction of new managers and a shifting workforce demographic, highlighted gaps in supervisors' ability to effectively engage and connect with their teams. While Remmey had already initiated an internal development program, the company recognized the value of supplementing these efforts with external expertise to ensure a consistent, sitewide approach to front-line leadership effectiveness.

Remmey partnered with IMC to deliver a comprehensive Supervisor Effectiveness Training program tailored to its manufacturing environment. The training focused on equipping front-line leaders with critical skills and insights like distinguishing the differences between supervisor, manager, and leader; enhancing communication and active listening techniques; approaching workplace conflict constructively;

understanding generational differences within the workforce; improving effective engagement; and developing coaching and mentoring capabilities to maximize team performance.

Through this initiative, manufacturing supervisors gained a stronger understanding of effective leadership practices and practical tools to apply in their daily roles. As a result, supervisors have demonstrated improved engagement with their teams, fostered more positive workplace relationships, and contributed to enhanced operational efficiency.

Testimonial:

“The IMC Supervisor Effectiveness Training exceeded our expectations and provided valuable tools that supervisors can immediately apply in the workplace. The sessions were engaging, relevant, and challenged participants to think differently about communication, coaching, employee engagement, and leadership. The training helped create a stronger foundation for leadership development within our organization and reinforced the importance of working together to achieve common goals. We appreciate IMC’s expertise and look forward to continuing our leadership development journey through future programs.”

Tammy Bubb, Controller
Controller - Remmey The Pallet Company

How to Give Effective Performance Reviews

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How to Give Effective Performance Reviews

(3-Hr, in-person, Williamsport, PA)

This program starts in:



Performance reviews shouldn't feel like a dreaded annual chore—they're a powerful opportunity to grow your people, strengthen your team, and drive productivity. In this high-energy, 3-hour program, manufacturing supervisors will learn how to turn evaluations into a practical, motivating, and results-oriented process that builds trust, boosts performance, and aligns individual goals with organizational success.

Register now for only \$189!

Register

Learning Objectives

- Examine the **value** and **objectives** of the performance review process.
- Discover **best practices** and improve your skills in navigating reviews and

evaluations.

- Learn what is important for **helping individuals** move forward with their skills.

Why Attend

Performance reviews can be stressful for both supervisors and employees—but they don't have to be. This program gives you the tools, confidence, and structure to make the process smoother, more impactful, and more collaborative.

You'll leave ready to:

- **Handle** difficult conversations
- **Document** performance effectively for compliance and clarity
- **Foster** a culture of continuous improvement
- **Strengthen** employee relationships and engagement

Who Should Attend

This program is **perfect for**: Manufacturing supervisors and managers responsible for team performance, new leaders looking to develop effective evaluation skills, HR professionals supporting supervisor training initiatives, anyone seeking to make performance reviews a constructive, growth-focused experience.

What You'll Take Back to Work

- A clear framework for preparing, delivering, and following up on reviews
- Tools for identifying KPIs, setting goals, and linking performance to business outcomes
- Practical strategies for delivering feedback that sticks—and inspires change
- Confidence in handling challenging review conversations
- An approach to documenting performance and protecting confidentiality

Outline - Navigating Performance Review for Manufacturing Supervisors

Register now for only \$189!

Register

Meet Your Presenter:



Instruction provided by IMC Business Advisor Tim Davis. Tim has over 35 years of management and operational experience in manufacturing businesses in Central and Southwestern PA. Various career roles include Operations Manager, Safety Manager, HR Manager, Sales Manager, Sales Rep, Service Manager, executive/business coach and trainer. His areas of expertise include employee development, strategic planning, people skills, effective communication, leadership, safety, time management, sales and customer service.



This training qualifies for WEDnetPA funding for qualified participants. Not familiar with WEDnetPA funding, contact IMC at info@imcpa.com or (800) 326-9467.

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Goals

By the end of this training, you will:

- **See the Big Picture** - Understand the true value and purpose of performance reviews beyond compliance.
- **Discover Best Practices** - Learn proven strategies for conducting evaluations that inspire improvement.
- **Build Feedback Confidence** - Deliver constructive feedback that motivates - even in difficult situations.
- **Create Development Momentum** - Help employees move forward with clear, actionable goals.

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IMC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. Upon completion, this program provides 6 PDCs - Course ID Activity 26-2Y6Z6.



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