

CINCINNATI BUSINESS COURIER

THE LIST – LARGEST ENGINEERING FIRMS

In ‘talent war,’ Mitchell’s happy employees are best defense



Grant Mitchell is president of Process Plus.

CHRIS WETTERICH
Staff Reporter and Columnist

Bryan Speicher’s name is a familiar one in Cincinnati’s engineering circles.

The founder of Process Plus, who passed away in 2003 of pancreatic cancer, inspired loyalty, hard work and went out of his way to help the careers of those who worked for him, including Process Plus’ current president, Grant Mitchell, who took the job running Cincinnati’s fifth-largest engineering firm about a year ago.

“Bryan had all the traits associated with a great leader. He made each person feel important. His greatest pleasure was in making others successful,” Mitchell said. “The structure Bryan set up enabled the organization to obtain and sustain the best engineers and designers in the Tri-State area.”

Process Plus does work in the chemical, pharmaceutical and food and beverage markets. Speicher asked Mitchell to join the firm as a co-owner when he founded it in 1998.

“I was so encouraged by his example and hope I can live up to his vision of making Process Plus the firm of choice for employees and clients,” he said.

What’s the biggest challenge in your industry right now?

There is a war on talent. The competition is aggressive in obtaining this talent. We must be deliberate in having engaged employees that want to make a difference by having a positive impact on anyone that we come in contact with.

► BIO

GRANT MITCHELL

Title: President, Process Plus

Career path: Process engineer at Bunge North America; engineering manager at AMG Inc.; director of engineering at HOK/K, vice president of Process Plus

Education: B.S. in chemical engineering, Trine University

Residence: Monroe

Family: Wife, Teresa; daughter, son, four grandchildren

Process Plus has been a finalist for our Best Places to Work for several years in a row now. What makes people like working there?

We regularly survey our employees to obtain feedback to encourage continuous improvement. We work hard to provide programs focusing on a family environment. A majority of employees own stock. We pay employees for community service, offer benefits and are transparent about various aspects of the business. We are who we are because of employees dedicated to providing exceptional customer service.

Your website describes Process Plus as being committed to sustainability, including recycling, reusing and recovering materials. What’s the origin of that commitment and why is it important?

We want to have a positive impact on everyone we come in contact with. Sustainability of our resources enables us to have this positive impact on community, clients and our employees. Our attitude of sustainability focuses on having a better world for our next generation.

You mentioned that Process Plus moved recently. What’s behind that decision?

The city of Springdale fully supported our move to the community. Their vision was evident. The new office was designed with a focus on our employees and customers needs in an open and collaborative work environment. The new office gives us a new start. There is renewed energy.

What’s the best advice you’ve ever received?

To always remember the priorities in life – God, family, country, career – and keep them in balance.

What was your first job?

Having my own paper route business at age 11. I delivered approximately 25 papers every day in the village of Mifflin, Ohio, for the Ashland Times Gazette.

Are you a night owl or an early bird?

I could easily be a night owl but over time became an early bird.

What organization or company, aside from your own, do you most admire?

I most admire General Electric and the turnaround made during the leadership of Jack Welch as president and CEO.

If you had a day to do whatever you wanted, what would you do?

I would love to take a day and dedicate myself to serving underprivileged children within the community. I regularly visited these young people every week being a church bus leader. There is no greater honor.

What do you think is Greater Cincinnati’s best-kept secret?

The history associated with the Cincinnati area. From the Underground Railroad to decommissioned subways, canals, companies, etc. When I explain the history, many people are just not aware of the basis of industry and diversity associated with the Cincinnati area.

How would you want your employees to describe you?

As a servant leader. Being a leader that people want to follow – not have to follow.

What’s the longest period of time you’ve gone without checking your email?

Five days – but only because I was on a cruise.



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