

“You really get to explore what you’re capable of here at Yaskawa.”

- NANCY FLOWERS
HUMAN RESOURCES DIRECTOR

PEOPLE PLEASERS

Nancy Flowers is always looking for that “Yaskawa-type of person” in her role as Human Resources Director at the company.

That means the kind of person that likes pleasing people.

“We definitely look for a Yaskawa-type of person,” Nancy said. “We want associates that really care about helping others. People that really care about making someone’s day better.”

“That comes from our senior leadership. They set the expectation for the culture here. In the HR Department, we know our greatest strength is in our workforce. That’s why we’re so careful in recruiting the right people. And work so hard to keep them.”

It is a responsibility Nancy takes very personally.

“Our goal at Yaskawa is to be easy to do business with. That’s also something I take very personally,” she said. “Our associates are my customers. I always want people to know and feel they can approach HR for anything. And, to know that we will always do our very best to take care of them.”

“I really enjoy helping people. That is a big part of who I am. I am definitely a people pleaser. It’s very rewarding when someone thanks you for helping them and says ‘I couldn’t have done it without you.’”

Nancy started out at Yaskawa as a contracted receptionist in 2008. Eventually gaining the attention of Craig Espevik, VP of Operations. “He asked me about my long-term plans,” she said. “I was just finishing my bachelor’s degree, so offered me a job in payroll.”

“I’ve always liked math and the finance route was interesting. So, I accepted. I quickly realized I mostly liked the pieces of my job that dealt with the employees. That’s when I started working with the HR team on different projects. I liked it. By then I had gone back for my MBA, which Yaskawa paid for. After graduating, I moved into an HR generalist role around 2012.”

And she has added responsibilities in HR ever since.

“I really want to help people make the most of their opportunities here,” Nancy said.

“Employees come to our group for support. They have goals or needs. And we want to help them get the most out of their time here.”

“One of the things I strongly believe in is our tuition reimbursement policy. We can help them figure out the right path. Select the right school. And, even figure out how Yaskawa can help them afford the investment. We walk and talk them through the process. Helping them navigate everything.”

Yaskawa also helps associates beyond their own needs. Nancy said.

“There are times when someone comes to us for help with one of their kids. Maybe they are looking at a job somewhere. Maybe it’s not even Yaskawa. We are here to help them with that. And we do it because it’s the right thing to do for our people.”

“You know, I left Yaskawa for another job once. Seven months later, I came back because I realized it’s pretty great here. You’re not stuck in a box here. You get to really explore what you are capable of at Yaskawa.”

