



Models for Leadership Development

GLMC Quarterly Meeting — **FRIDAY**, August 27, 2010 11:30 am - 1:00 pm
NE Technology Center (AFTON Campus), 11:15am to 1pm

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GLMC Board Members and Steering Committee:

President
LARRY JOHNSON
Precision Machine & Mfg
Grove, OK918-791-7332

VP—President Elect
JOHN GANN
American Castings
Pryor, OK.....918-476-4228

Sec/Treasurer
RAMIN ZARRABI
Tracker Marine
Miami, OK.....918-541-2001

Past Presidents:
DAVE MITCHELL
DENNIS THOMAS
DON MALONE
ROB MUTERSBAUGH
CHARLIE CAMPBELL
SCOTT HERBST
KEITH MARTIN
DWAYNE VANCIL
SCOTT LAWSON
BILL DUTTON
BETTY MEEKS
DAVE COOK

B J MOONEY
Vinita Chamber.....918-256-7133

CINDY MORRIS
Miami Chamber918-542-4481

LISA FRIDEN
Grove Chamber.....918-786-9079

BARBARA HAWKINS
Pryor Chamber.....918-825-0157

JUDEE SNODDERLY
M.A.E.D.S.....918-542-8405

MARSHA COLE
Mfg. Ext. Agent, OK Mfg. Alliance
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marsha.cole@okalliance.com

Are leaders born? Or are they made?

A panel from three (3) area companies will talk about how they are working to develop leaders from within their organization at the GLMC Quarterly Luncheon meeting on August 27.

MALONE'S CNC: Malone's management team recently participated in a team building and communication workshop titled "Mastering Leadership by Leveraging Behaviors." The workshop consists of a series of individual and team conferences to examine individual leader's behaviors and how to maximize the personal strengths within the team. The process provides a holistic approach to looking at how diversity in behaviors of leaders can benefit the organization.

BLITZ USA: Coaching is an employee development tool that supports a learning organization culture. At Blitz USA it is a commitment to the development and self-discovery of the employee as they clarify goals and balance work and

personal life. Coaching creates opportunity for a shift in thinking, opening the door for learning to occur.

QUIK TRIP: Quik-Trip is committed to promoting from within. They have a mentoring program and management training to develop existing employees for key management roles.

Plan to attend the August 27th GLMC luncheon meeting and hear how these three companies have identified processes and methods for leadership development.



Make Reservations by NOON
Tuesday, August 24 by email—
marsha.cole@okalliance.com
or use the fax form on the back page
Cost is \$10 (includes lunch)

ELECTION OF GLMC BOARD — 2010-2011

During the August 21st GLMC luncheon meeting, manufacturers will elect the 2010-2011 GLMC Board. Past President, Dave Mitchell, will present the slate of officers listed below and conduct the election. Other nominations will be accepted from the floor.

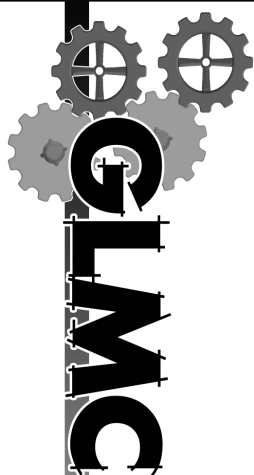
Only individuals from manufacturing companies are eligible to hold office and vote. Each manufacturer has one (1) vote.

Officers typically rotate through each office to provide continuity and experience to the Board. To assure representation of all of NE Oklahoma, the slate of officers has one person from each of the four (4) counties: Ottawa, Delaware, Craig and Mayes. Effort is also made to have a mix of small and medium-sized companies represented on the board.

GLMC officers make decisions regarding quarterly luncheon meeting presentations, training events and oversee all expenditures. Officers also serve as the Board of Directors in accordance with GLMC by-laws. The Board of Directors meet quarterly to review and approve financial information and conduct other business.

Below is the proposed slate of officers:

President:	Ramin Zarrabi	Tracker Marine Ottawa County
Vice Pres:	David Sanchez	Fresh Start Bakeries Craig County
Sec/Trs:	Jerry Salcher	RAE Corp. Mayes County
Past Pres:	Larry Johnson	Precision Machine Delaware County



Don Malone — GLMC “Unsung Hero in Manufacturing”

At the May GLMC Luncheon meeting, Don Malone was surprised and honored with GLMC’s first “UNsung HERO IN MANUFACTURING” award. GLMC presented this award to Don for his generous contribution of time, talent and funding in support of Grove High School’s *F.I.R.S.T.* Robotics Competition.

Late last year, Don volunteered his assistance and facility (Malone’s CNC Machining) when Grove High School decided to enter the *F.I.R.S.T.* Robotics competition. *F.I.R.S.T. (For Inspiration and Recognition of Science and Technology)* is a national competition for grades 9-12 intended to help young people discover and develop a passion for **science, engineering, technology and math**. It was founded over 20 years ago and annual competitions attract over 196,000 students from 51 countries.

Don worked tirelessly to help 20+ Grove High School students design, program, fabricate and assemble a soccer playing robot within the 6-week timeframe. Don challenged students to seek creative solutions and worked alongside team members, school sponsors and community mentors to resolve issues—and there were

lots of issues for Grove’s first attempt for this competition.

Once the robot was completed it was “bagged and tagged” and the team was off to the competition. Don and his family attended all competitions — both regional and national, and provided significant financial support to the team.

GLMC is proud to present the first “Unsung Hero in Manufacturing” award to Don Malone in appreciation of Don’s efforts to engage students in technology and manufacturing!



Grove HS
2010
F.I.R.S.T.
Robot



Books Available:

- Take it to the Next Level
- Built to Last
- Good to Great
- Understanding Variation
- Great Game of Business
- In Search of Excellence
- Machine that Chgd the World
- Balanced Scorecard
- Six Sigma Implementation
- Who Moved my Cheese?
- JACK: from the gut
- Making 6 Sigma Last
- Zapp-Lightning of Empowerment
- Making the Numbers Count
- Quality Brain Teasers
- Fierce Conversations

Contact Marsha at 257-4033 or marsha.cole@okalliance.com to check out these books.

Leadership Lessons from Jim Collins’ new book— **How the Mighty Fall & Why Some Companies Never Give In**

If you think that your company needs a charismatic leader from outside the company to achieve great business results, you are probably wrong. The people who are most effective in leading companies to outstanding results are much more likely to come from within the company. Leaders who have come up within the company and embrace the company’s core values and have a deep understanding of *why* the business is (or has been) successful are much more likely to lead the company to outstanding performance. This good news for the vast majority of potential leaders who are not blessed with charisma is from Jim Collins, based on his extensive research in writing books about building great companies and about rebuilding companies (his first book was *Built to Last*). In each of his books Collins evaluates pairs of companies. One company in each pair had outstanding performance and the other company in the same industry with similar background had much lower performance.

Ninety percent (90%) of leaders of great companies profiled in his book *Good to Great* came from inside the company. Nearly two thirds of the comparison companies with

good, but not outstanding performance, recruited leaders from outside their company. In Collins’ latest book, *How The Mighty Fall*, he compares companies that faced challenges and overcame them, with companies that failed when faced with similar challenges. Of the companies that were successful in meeting the challenges, all but one had leaders developed from within the company. Eight of the eleven failed companies went outside for their CEO.

Lessons we can learn from Collins’ books—

- ♦ Companies should have very **clear core values** that are instilled into their people.
- ♦ Everyone in the company, but especially mid- and upper-level managers, must very **clearly understand WHY the company is profitable and successful**, not just *what* the company does to generates its profits. Companies that do these two things well are much more likely to develop leaders that can achieve outstanding performance. And leaders who embody these two characteristics are much more likely to make their company a great one.

book review written by—
Bret Baker, bret.baker@mobakers.com

MESSAGE FROM GLMC'S PRESIDENT...



Is Continuous Improvement a formal process at your company? The company that I work for, Precision Machine, has always encouraged and supported Continuous Improvement (CI), but it was typically good people randomly making improvements. The leadership team recently decided to create a formal CI procedure and make it part of our strategic plan to develop a culture of continuous improvement throughout our organization.

Our first effort was to agree upon a Continuous Improvement process that established the method to be used to identify, monitor and implement continuous improvement. We no longer wanted to settle for "pockets" of random improvements—we wanted to identify and prioritize improvement projects that were linked to our company goals. Further, we wanted an approach to capture and quantify the savings and the ability to replicate improvements in other areas of our company.

Next the Leadership Team invited individuals from every area to attend a 3-day off-site training on Project Management and CI Tools. Nineteen employees, representing a cross-section of individuals that demonstrated initiative and motivation to make change, attended the training.

Our training partner, the Persimmon Group, met with the leadership team prior to the training to get an accurate picture of our organization. Then they tailored the curriculum to align with our CI Process objectives. We identified several CI projects prior to the training. These projects were utilized during the training and provided immediate application of what we learned when we returned to work.

The leadership team set a goal of 25% overall company participation in CI projects over the next 6 months. If this goal is achieved, all employees will be rewarded with an extra 4 hours of pay. Future goals will require increased participation.




As I mentioned previously, Continuous Improvement has always been supported and encouraged at Precision. However we are hoping that by formalizing our CI efforts it will allow us to prioritize and commit resources to those improvements critical to our success.

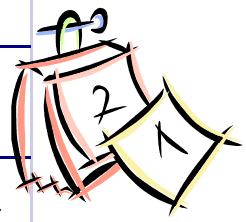
Larry Johnson
GLMC President



The Oklahoma Manufacturing Alliance presents the 2010
OKLAHOMA CONFERENCE ON MANUFACTURING
Tuesday, September 21 — 8am to 3pm
preceded by
Executive Lean Summit with Lean/6-Sigma expert **Dr. Richard Schonberger**
Monday, September 20 — 10am to 3:30pm
Details and registration for both at www.okalliance.com

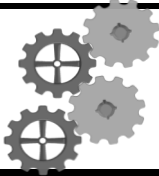
MARK YOUR CALENDAR...

 FRIDAY August 27	11:30 am to 1:00 pm	GLMC Quarterly Luncheon Meeting "Models for Leadership Development" RSVP to Marsha at marsha.cole@okalliance.com	NE Tech Center Afton Campus
WEDNESDAY September 15	ALL DAY	The Heartland Energy Conference To Register contact Lynn Wilson at lwilson@rsu.edu	Roger State University Claremore OK
MONDAY September 20	4-6pm	Family Owned Business Institute (FOBI) "Building Your Bench Strength"	Tulsa University Chapman Hall
MONDAY September 20	10am— 3:30pm	Executive Lean Summit 10am—3:30pm Register at www.okalliance.com	Embassy Suites Conference Center Norman OK
TUESDAY September 21	8am—3pm	OK Conference on Manufacturing Register at www.okalliance.com	Embassy Suites Conference Center Norman OK
TUESDAY October 19	5:30—8pm	 Manufacturers' Appreciation Night 	Grand Lake's Cherokee Queen





GLMC
PO Box 219
Afton, OK 74331



Fax Reservation Form

FAX TO: MARSHA, OK ALLIANCE
918-257-4342 (fax #)

Models for Leadership Development

FRIDAY, August 27, 2010, 11:30 am to 1:00 pm
NTC — Afton Campus

Company _____

Contact _____ Phone _____

NAME	TITLE
_____	_____
_____	_____
_____	_____

Make
Reservations
Before NOON
Tuesday, 8/24/10

Check out our
Web Site—
GLMC-OK.com

Oklahoma
Manufacturing
Alliance

