



**Manufacturers Alliance**  
Sharing Education & Resources Peer to Peer

## EDUCATIONAL SEMINAR

*Leadership for Leads & Supervisors*

## Design Ready Controls

**Chrissy Peloquin**  
*Director of Operations*



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## Our Focus

### UL508A and UL698A Certified Products

- Industrial Control Panels
- Wiring Harnesses
- Low Voltage Control Panels
- Medium Voltage Control Panels
- Enclosed drive packages



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## Our Customer Profile

OEM Machine Builders  
with "Flow Business"

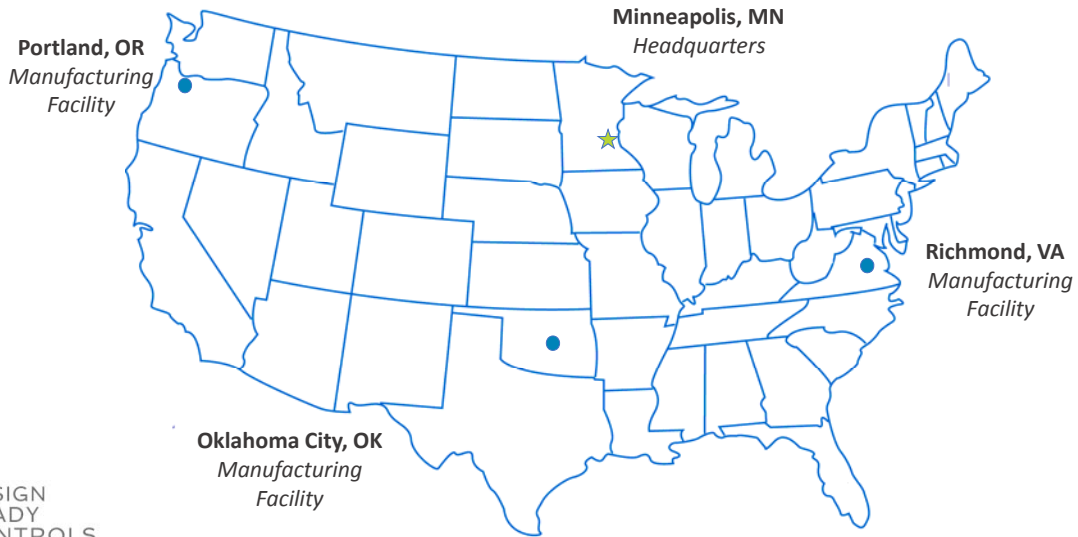


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All out

## Where We Are



## Brooklyn Park, Minnesota



## Goal: Increase Talent of Team Lead/Supervisors



- Target – Brooklyn NY
- Executive Team Lead Hardlines
- 160 employees – 3 shifts

## Areas for Improvement

- Timeliness
- Team Culture
- Department Results Down





## Approach

- Teach Training/Role Modeling
- Weekly Team Meetings
- 1:1 Meetings
- Develop Career Paths



## Lessons Learned

- Slow down, take the time to listen
- Gain a mentor
- Dig in but not too much

## Goal: Improve Metrics & Culture/Morale

- Richmond, VA Facility
- Director of Operations
- 40 employees – 2 shifts

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All our facilities are ISO 9001:2015 registered.

### Areas for Improvement

- Company Culture & Values
- Communication & Visibility
- 5S & Lean
- Hitting Deadlines

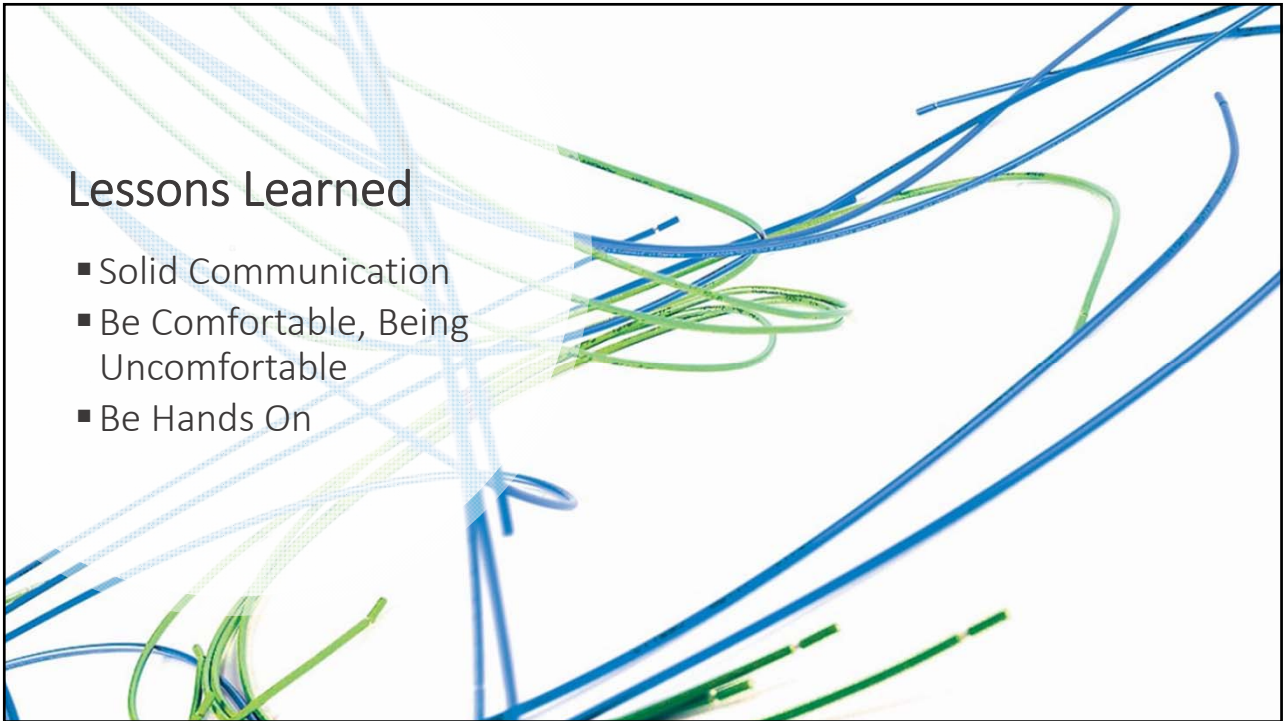
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## Approach

- Solid Routines
- 1:1 Meetings (Weekly)
- Asking Questions (A lot)
- Gain Trust
- Leadership Restructure



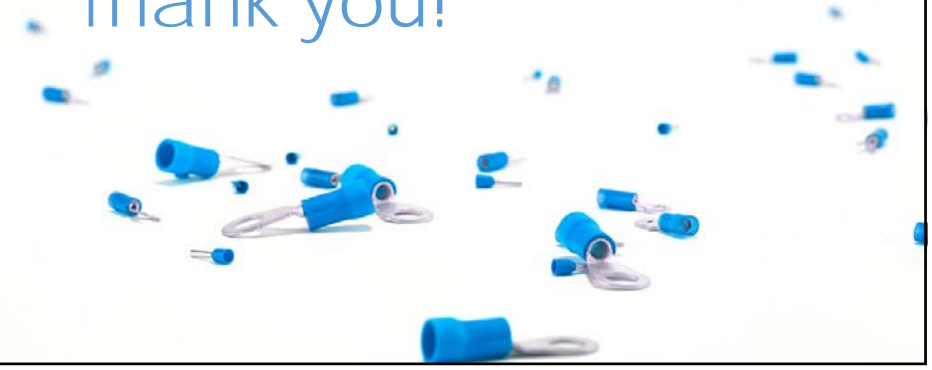
## Lessons Learned

- Solid Communication
- Be Comfortable, Being Uncomfortable
- Be Hands On



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Thank you!



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*Thank you for joining us!*