LIVE STREAM



EDUCATIONAL SEMINAR

LEARNING TO LEAD IN MANUFACTURING

1

SEMINAR SPEAKER



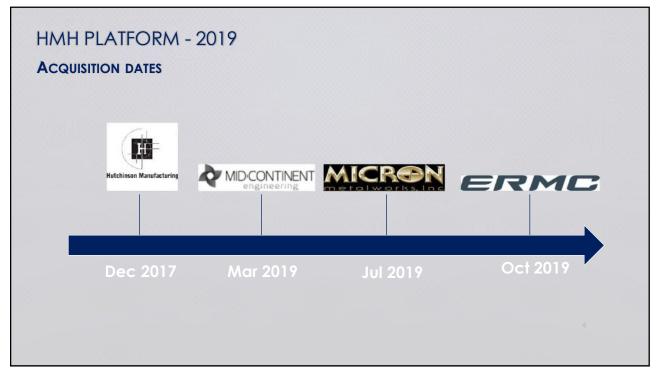
MELISSA SAWIN

Chief Operations Officer Hutchinson Holdings, Inc.

HUTCHINSON MANUFACTURING HOLDINGS

LEADERSHIP IN TURBULENT TIMES

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WHO WE ARE RELIABLE AND COMPREHENSIVE CONTRACT METAL MANUFACTURING 275 EMPLOYEES 4 PLANTS WITHIN 60 MILES OF EACH OTHER 500,000 TOTAL SQ FT CAPABILITIES FABRICATING MACHINING WELDING PAINTING ASSEMBLING





LEADERSHIP IN TURBULENT TIMES

"When written in Chinese, the word "<u>CRISIS</u>" is composed of two characters. One represents danger and the other represents opportunity."

JOHN F KENNEDY



OUR CRISIS LEADERSHIP APPROACH

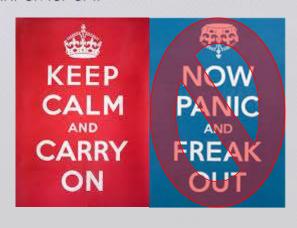
- #1: STAY CALM & BE CONFIDENT
 - BE THE ANCHOR PROVIDE DIRECTION
- #2: SHORT TERM PLAN LONG TERM VISION
 - MONITOR REAL TIME AND MAKE PLANS TO WEATHER THE STORM
- #3: DECIDE WITH SPEED OVER PRECISION
 - KEY IS BUSINESS CONTINUITY, FOCUS ON THE CRITICAL FEW
- #4: TAKE CARE OF YOUR EMPLOYEES
 - LISTEN AND BE PREPARED TO HANDLE SITUATIONS ONE BY ONE
- #5: BE VISIBLE
 - EMPLOYEES NEED TO SEE AND HEAR THEIR LEADERS
- #6: COMMUNICATE
 - EARLY AND OFTEN

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#1: STAY CALM & BE CONFIDENT

BE THE ANCHOR - PROVIDE DIRECTION

- GET ON TOP OF THE SITUATION EARLY AND STAY ON TOP OF IT
 - ASSESS & PLAN
 - TAKE ACTION
 - ANTICIPATE
 - WHAT IS LIKELY TO HAPPEN?
 - HOW WILL THIS IMPACT MY BUSINESS?





#2: SHORT TERM PLAN - LONG TERM VISION

MONITOR REAL TIME AND MAKE PLANS TO WEATHER THE STORM

- CEO & COO Personally Monitored Situation
 - WATCHED GOVERNOR'S PRESS CONFERENCE EVERY DAY
- CREATED CEO GAME PLAN
 - EMPLOYEES & CUSTOMERS
 - DEFEND REVENUE, CONSERVE CASH
 - OPPORTUNITIES TO GROW
- WEEKLY STATE OF THE STATE OWNERSHIP CALL



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#3: DECIDE WITH SPEED OVER PRECISION

KEY IS BUSINESS CONTINUITY, FOCUS ON THE CRITICAL FEW

- PROTECT OUR BUSINESS/EMPLOYEES
 - SENT OUT CDC GUIDELINES FOR HYGIENE TO ALL EMPLOYEES
 - CASH CONSERVATION (NEXT 4 WEEKS AT LEAST)
- LEVERAGE OPPORTUNITIES
 - Developed Sales Team Plan to Leverage Opportunities



#4: TAKE CARE OF YOUR EMPLOYEES

LISTEN AND BE PREPARED TO HANDLE SITUATIONS ONE BY ONE

- HAND SOAP, HAND SANITIZER, CLEANING PRODUCTS
- DAILY DISINFECTING PROTOCOL
- SOCIAL DISTANCING IN THE WORKPLACE
- FACE COVERING MAKING CAMPAIGN
- DETAILED ABSENTEEISM TRACKING COVID-19?
- VISITOR RESTRICTIONS
- TEMPERATURE SCAN KIOSKS FOR EMPLOYEES



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#5: BE VISIBLE

EMPLOYEES NEED TO SEE AND HEAR THEIR LEADERS

- SENT OUT ALL COMPANY EMAILS FROM LEADERSHIP TEAM
 - NEW POLICIES/PROTOCOLS WERE GOING INTO PLACE WEEKLY
- Work From Home Policy
 - ONLY APPLIED TO ADMIN/SOME INDIRECT EMPLOYEES
 - ALL LEADERSHIP EMPLOYEES REPORTED TO WORK AT PLANTS
 - ESSENTIAL BUSINESS LETTERS TO ALL EMPLOYEES





INSIGHT/HINDSIGHT

- APPOINT 1 LEADER AS CRISIS COORDINATOR W/ADMIN RESOURCE
 - REST OF LEADERSHIP NEEDS TO STAY FOCUSED ON RUNNING THE BUSINESS
- 2 WAY COMMUNICATION SO MUCH YOU FEEL YOU ARE OVERCOMMUNICATING
 - LEADERSHIP TEAM & EMPLOYEES
 - CUSTOMERS & SUPPLIERS
- TAKE AGGRESSIVE SWIFT ACTION DIFFICULT DECISIONS
- BENCHMARK WHAT OTHER COMPANIES ARE DOING
 - WEBINARS
 - Your Network



LEADERSHIP IN TURBULENT TIMES

"COURAGE IS A CRUCIAL VIRTUE. WILL WE BE SCARED TO DEATH, OR SCARED TO LIFE?"

REVEREND WILLIAM SLOANE COFFIN



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