

LEADING HIGH PERFORMING TEAMS

BROUGHT TO YOU BY:



Manufacturers Alliance
Providing Training & Education Peer to Peer

GUEST SPEAKER



Mike Verdon, General Manager
MGS Machine a Coesia Company

- ✓ What is a high performing team?
- ✓ Attributes of a high performing leader
- ✓ What are the failure modes to avoid?



Leading High Performing Teams

May 13, 2021

coesia

MGS Machine Corporation a coesia company



MGS Machine Corp.

Global leader in the design and manufacture of leading-edge technologies for packaging and factory automation solutions.

Since 1979, we've built a high performing team of experts who listen to your needs, collaborate with you on every detail, and strive to exceed your expectations.

We don't shy away from big challenges. Our customers come to us for help in providing large, sophisticated solutions to their problems. MGS is a problem solver.

Employees:

100

(average of 13 years of tenure per team member)

Topline:

\$40M

Markets:



70% Life Sciences

30% Consumer goods, food, ammo and other

Location:

Maple Grove, Minnesota
United States



COESIA Group

**Food, Pharma, Beverage,
Consumer Goods, Tobacco**

**21 Companies
8000 Employees
138 Operating Units
35 Countries
2B + Revenues**

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Leading High Performing Teams

Let's start with - What is a High Performing Team?

*A high performing team is a group of people who **share a common vision**, goals, metrics and who **collaborate, challenge** and hold each other **accountable** to **achieve** outstanding **results**.*



Leading High Performing Teams

Every High Performing Team Needs A



High Performing Leader

High Performing Leader Attributes

High Performing Leader Attributes

Visionary

- Establishes the Goal

Compass

- Provides direction and guidance

Cadence

- Creates an urgency

Mentor

- Counselor to individual Team members

Enabler

- Clears the way

Listener

- Hear first speak last

Why a High Performing Team

High Performing Teams Provide Strong, Sustainable, Growth



Team Failure Modes

- **Vision Or Charter Is Not Clear**
- **Micromanagement**
- **Team Not Held Accountable**
- **Incorrect Metrics Measured**

This is Hard Work

- **Leading A High Performing Team Is Hard Work**
- **Be Very Clear On Vision / Scope / Charter**
- **Pick Your Team Well... Let Them do Their Job**
- **Monitor Their Progress**
- **Celebrate Their Successes**
- **Reap The Reward**

Thank You

Thank You To The Participants Of This Webinar And To The Manufacturers' Alliance For Providing This Forum Today.

And A Very Special Thanks To The Many High Performing Teams I've Been Blessed To Work With In My Career. You Have Done Your Jobs Well!

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