



Modern Management: It's Not Complicated

Thursday, February 29th

Sponsored by: **SURVISION**
LICENSE PLATE RECOGNITION

Learning Objectives

- Recognize the importance of building strong relationships with your team.
- Explore how to create increased and continued engagement of your team.
- Discuss John's career philosophy's guiding principles and how they can benefit your organization.
- Illustrate how leadership traits, and philosophies can make people feel valued.

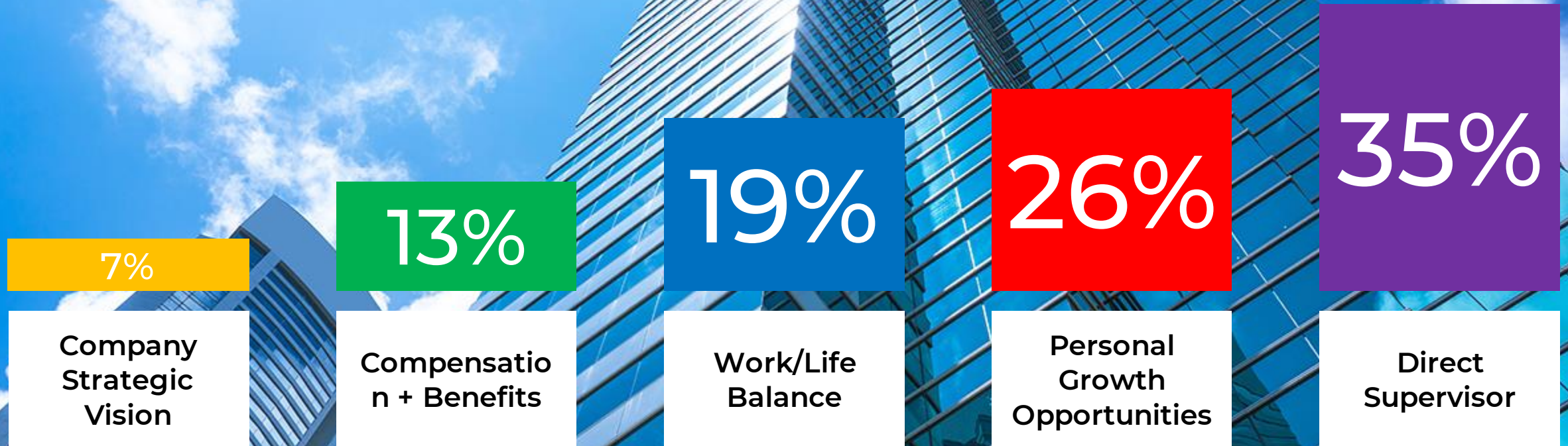
Presenter

John McCormick
VP & Managing Director
StructureCare



Why Do People Stay In Their Jobs?

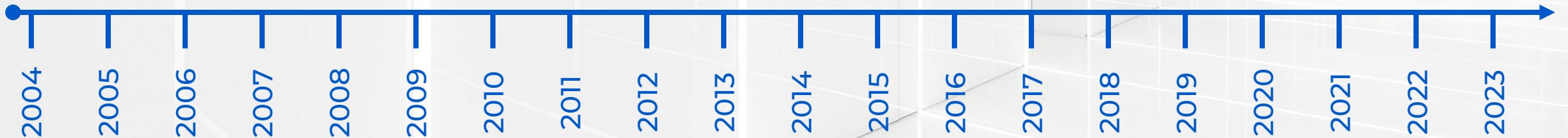
Why Do People Stay In Their Jobs?



My Story...

1st 10 years

Shaw Group	Alcoa Corporation	ITT Eng. Valves	DENTSPLY	Alcoa Plant	High Concrete Group	StructureCare
First job out of college	Pitt MBA	Move to Lancaster; Twins	C-Suite; 3 rd child	Direct Reports	4 th child	Build a business; Finance to operations



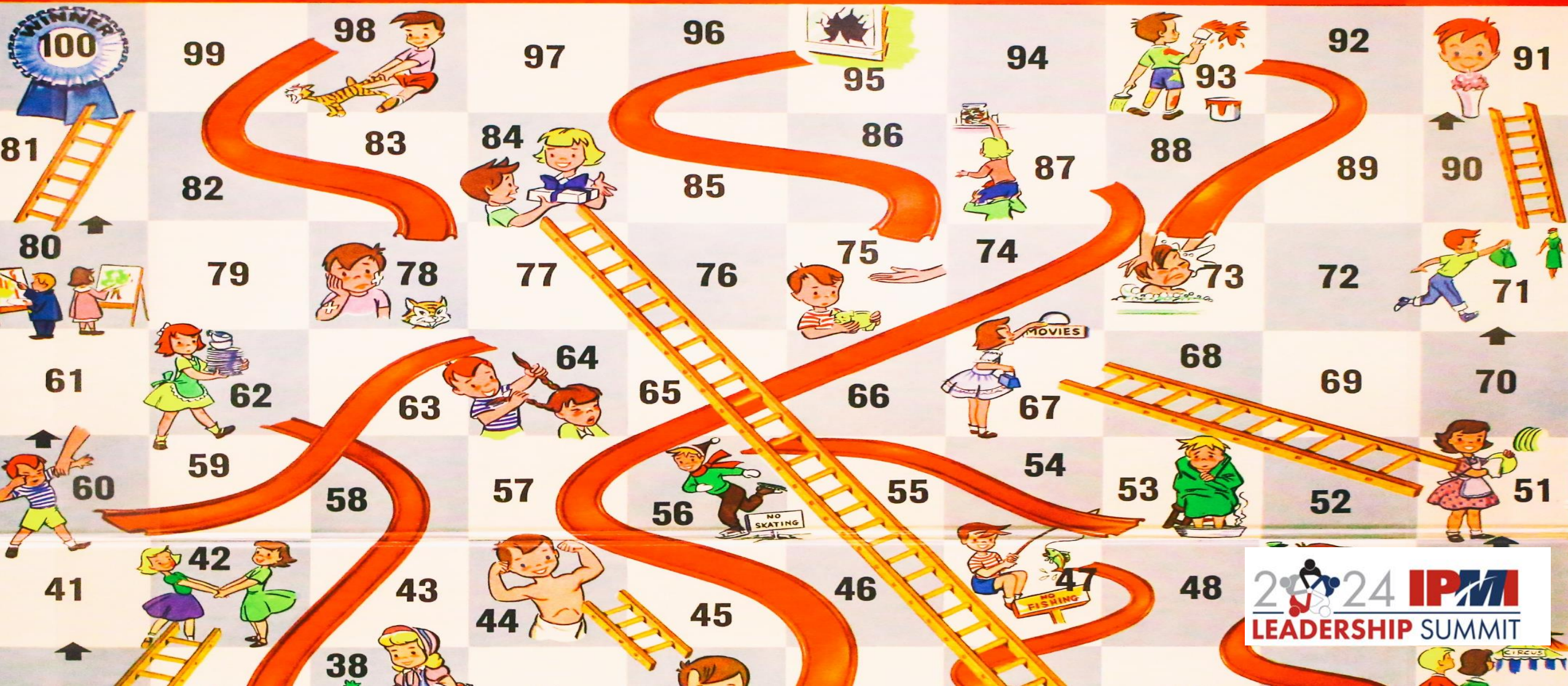
...The New Normal?

Fill your tool bag

- Your early career as a series of 3-year projects
- Employment as a mutually beneficial relationship
- Ask to be challenged vs. compensation
- If they run out of challenges...



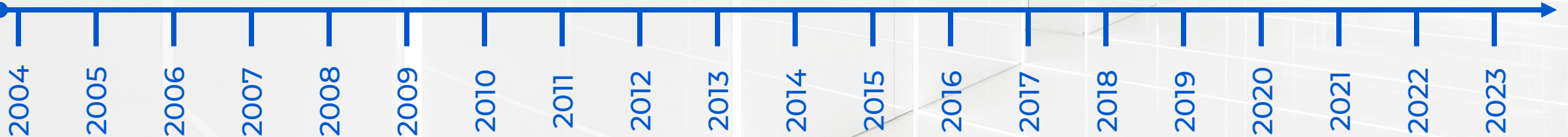
Be your own corporate ladder



My Story...

Next 10 years – mgmt journey

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...The New Normal?

Modern Management Evolution

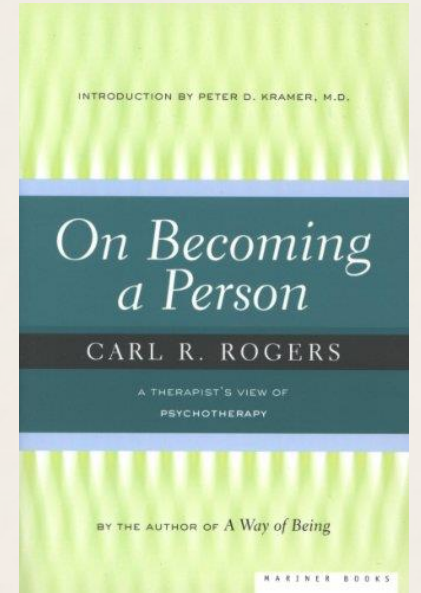
Three Simple Steps:

1. Emotional Intelligence
2. Kindness, Not Fear
3. Happier and Smarter

1. Emotional Intelligence



**Executive
Coaching**



2. Lead With Kindness, Not Fear



Kindness builds
emotional capital



Kindness is a
strength not a
weakness

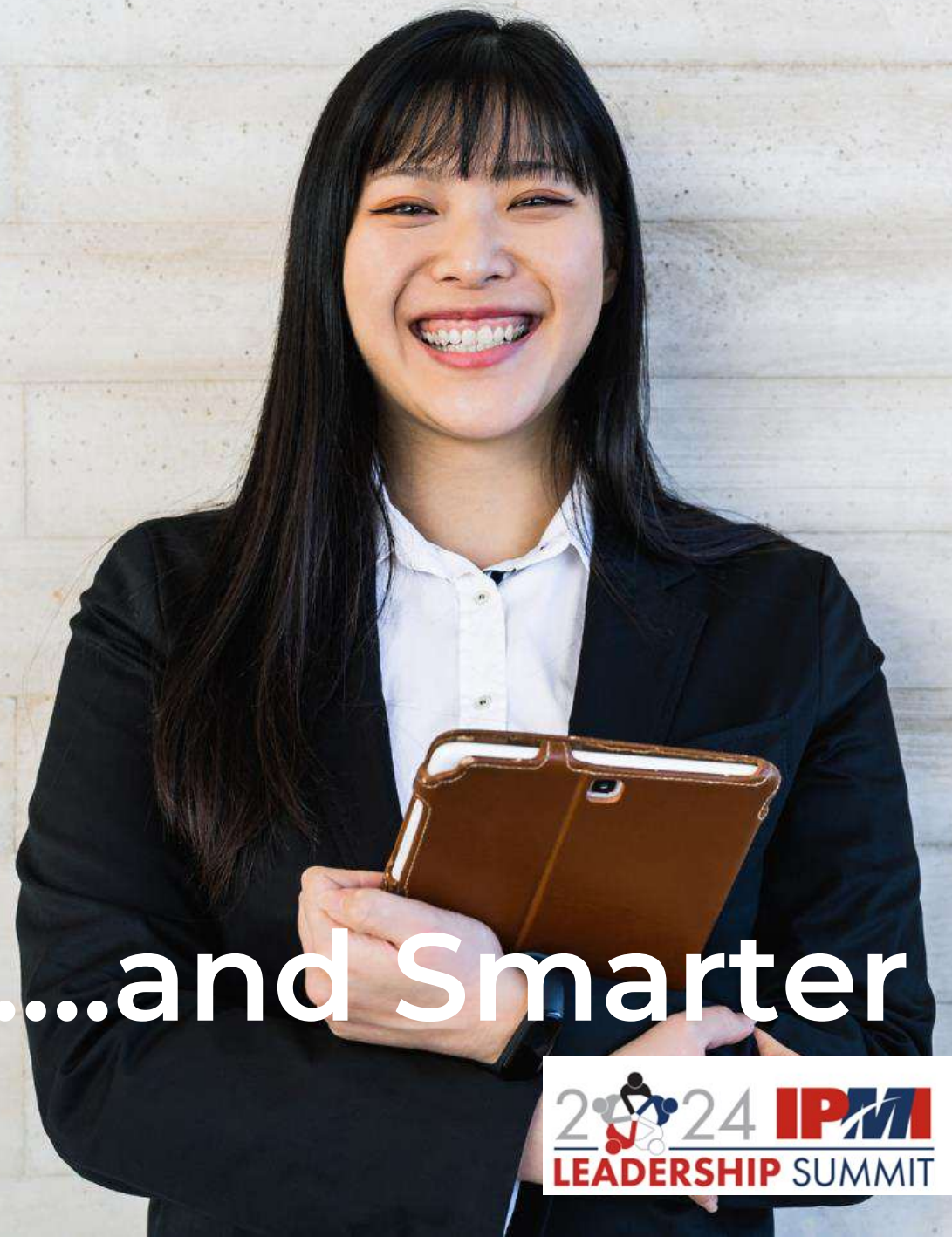


Kindness creates
potential

3. Happier.....



....and Smarter



Why Do People Stay In Their Jobs?

Company
Strategic
Vision

Work/Life
Balance

Compensation
+ Benefits

Personal
Growth
Opportunities

Direct Supervisor

Always Be Asking?

How can I make a conscious effort to positively impact the co-worker and deepen our relationship at each stage of their experience?

Recruitment

Onboarding

Reboarding

Performance
Management

Personal
Development

Retention

Exit

Recruitment...First Opportunity to Develop a Deep and Lasting Relationship

- Leadership trait: humility
- Search for soft skills not just talent & resume
- Practice & prepare to articulate the behaviors you want to highlight
- Format answers in a STAR format

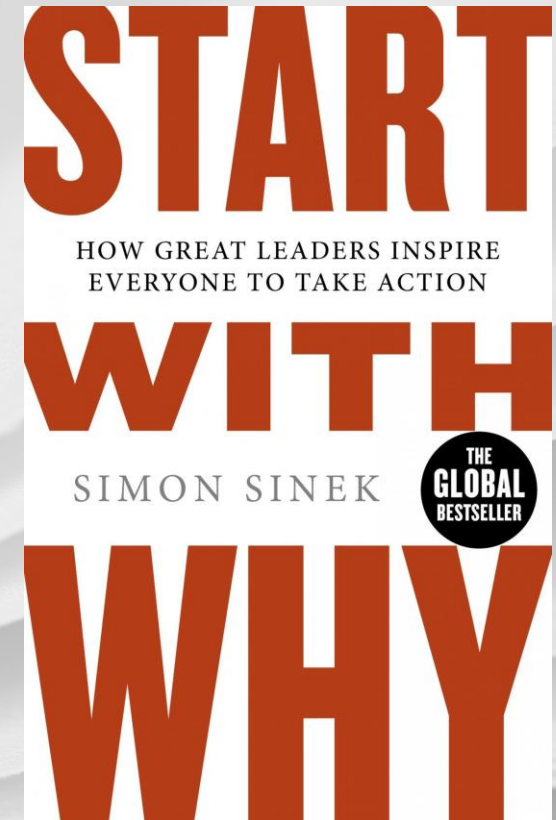
Listen
Deeply

Be Curious,
Not
Judgmental

Onboarding...The First Impression

- Leadership trait: patience
- Start with why
- Checklists are essential
- Mentor emails

“I made a great choice joining this organization and I’ve been given the tools and training to be successful”



Reboarding

- Leadership trait: alignment
- Realign coworkers with the organization's expectations
- Anticipate regression & inconsistency



Performance Management

- Leadership trait: consistency
- It all starts with goals...what gets measured gets done
- No such thing as over communication
- Regular individual feedback



Personal Development

- Leadership trait: service mindset
- Individual development plans
- Engagement....Understand who they are & what motivates them
- 3–5-year action plan
- Be ready for your coworkers to change their mind

Being a good leader is about genuinely building relationships with your coworkers and understanding what you can do to meet their needs.

Retention & Exits

- Leadership trait: integrity
- Protecting your investment
- Types of exits:
 - Performance
 - Restructure
 - Resignation



Q&A



CAPP TRACK

This session offers 1 CAPP Point towards the CAPP application or recertification maximum.