

“Leading with People”

EPSCoR

October 28, 2008



People vs. Employees

*“Our people
and their unique
individual talents
are valued”*



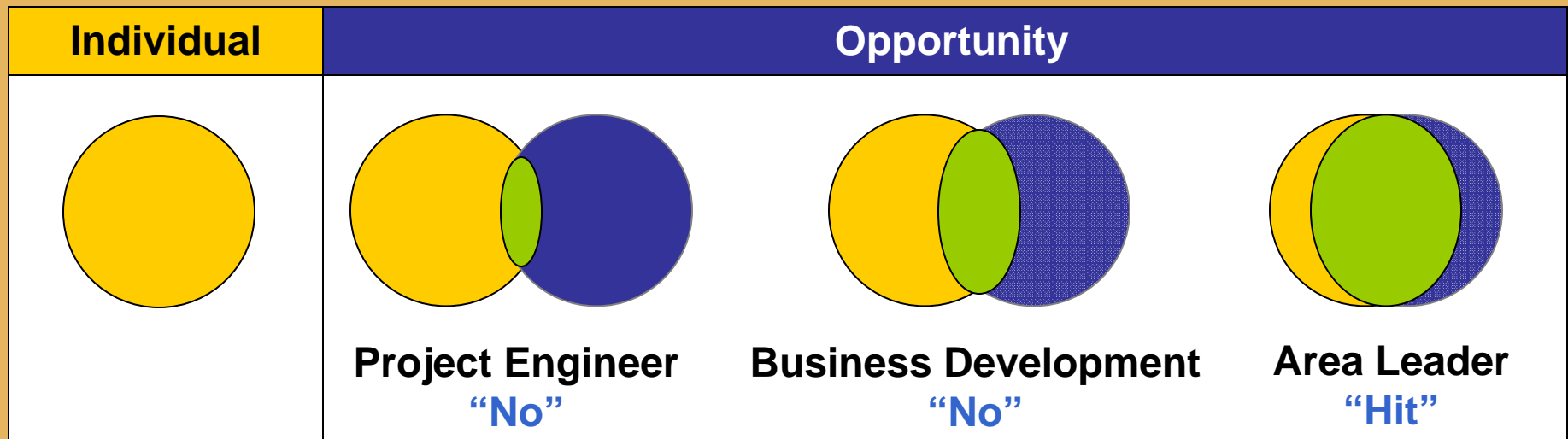
Talent Based Organization

“Select” vs. “Hire”

Individual

Lincoln Industries Opportunities

- | | | |
|-----------|---|----------------------------------|
| 1. Fit | = | Culture: Beliefs & Drivers |
| 2. Talent | = | Hardwiring, natural strengths |
| 3. Skill | = | Teachable, experience, education |



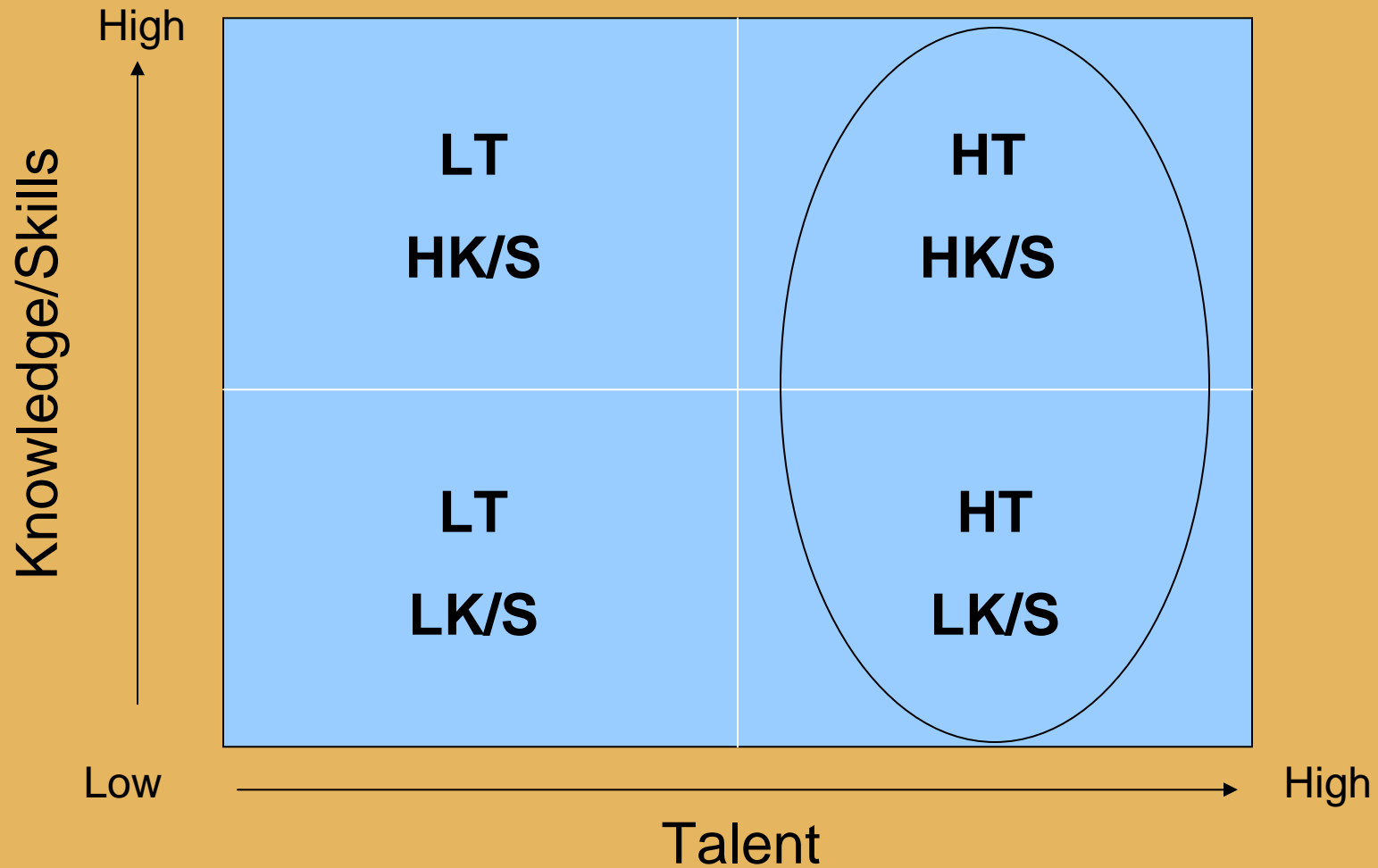


Amy Helms
Accounting



Jason Chambers
Area Leader

Talent Audit - Human Capital Balance Sheet



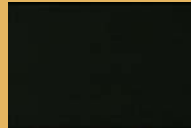
Development

Major components

- Vision College – Internal Development Engine
 - 40+ Internal Faculty
 - Core curriculum, Technical training, Leadership Development, Performance Optimization, and Career Planning
- Step Up (individual mentoring)
- Peak Performance Action Team
- Supervisory Greatness curriculum
- Quick Start
- Lincoln Industries Way

“Wellness and healthy lifestyles are important to our success”

-Lincoln Industries Belief



CNN Wellness Video
July 2008

Communication & Recognition

- Designed to:
 - Make people aware of their contributions
 - Appreciate their efforts
 - Care about them and the contributions they make
 - Make people feel good about their work
 - Instill a sense of pride

Communication

- Roundtable Meetings
- One Company, One Voice
- Profit Sharing Letter to Home
- Monthly Shine newsletter
- LINC- Intranet Site
- Digital Signage
- Pre-shift meetings

Recognition

- Monthly Champions
- Annual Night of Champions
- Birthday and Anniversary Cards
- Talent Recognition and Engagement

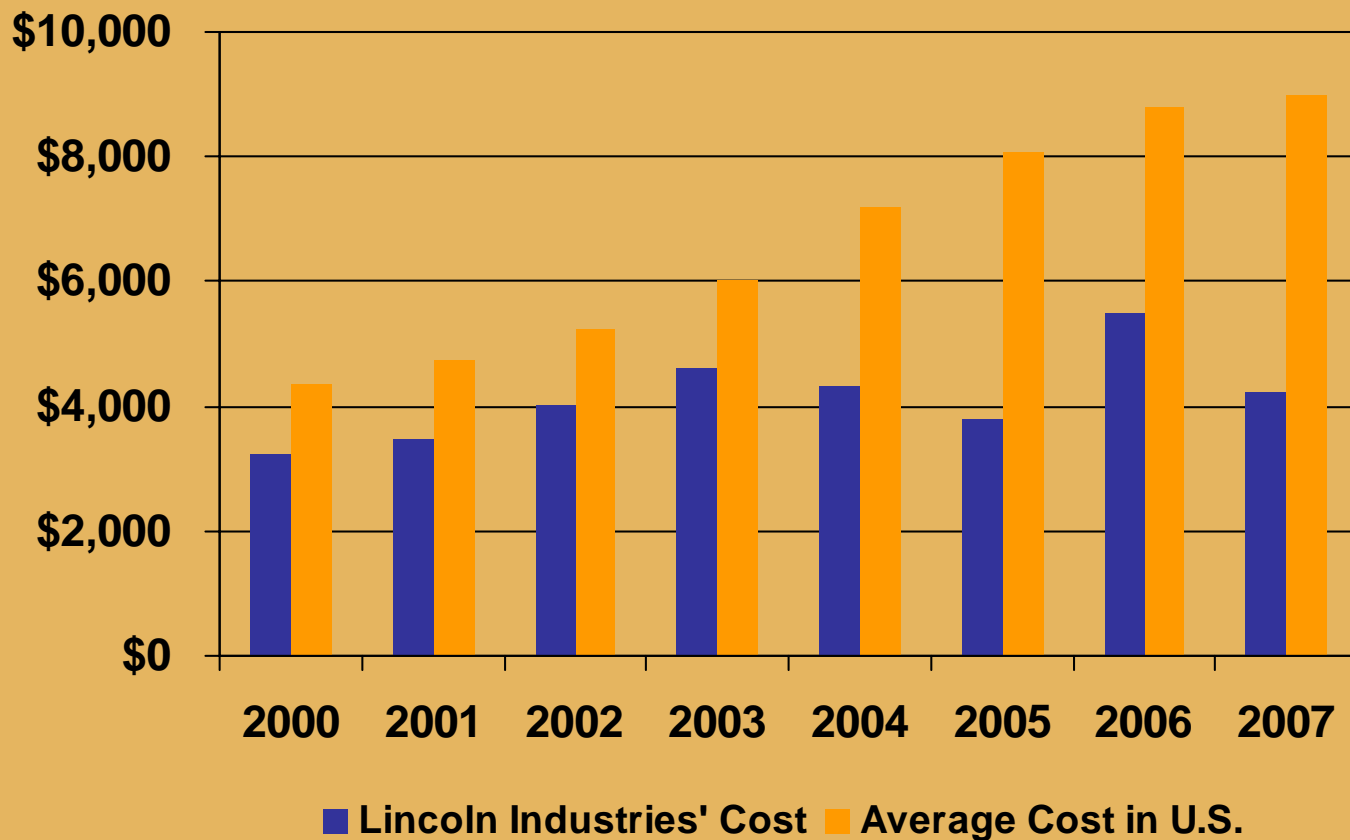
Feedback

- Individual Opinion Surveys – twice a year
- Departmental surveys – once a year
- Trust Survey (Great Place to Work) once a year
- Roundtables – all three shifts, every month
- Supplier survey – once a year
- Customer survey (Gallup) once a year

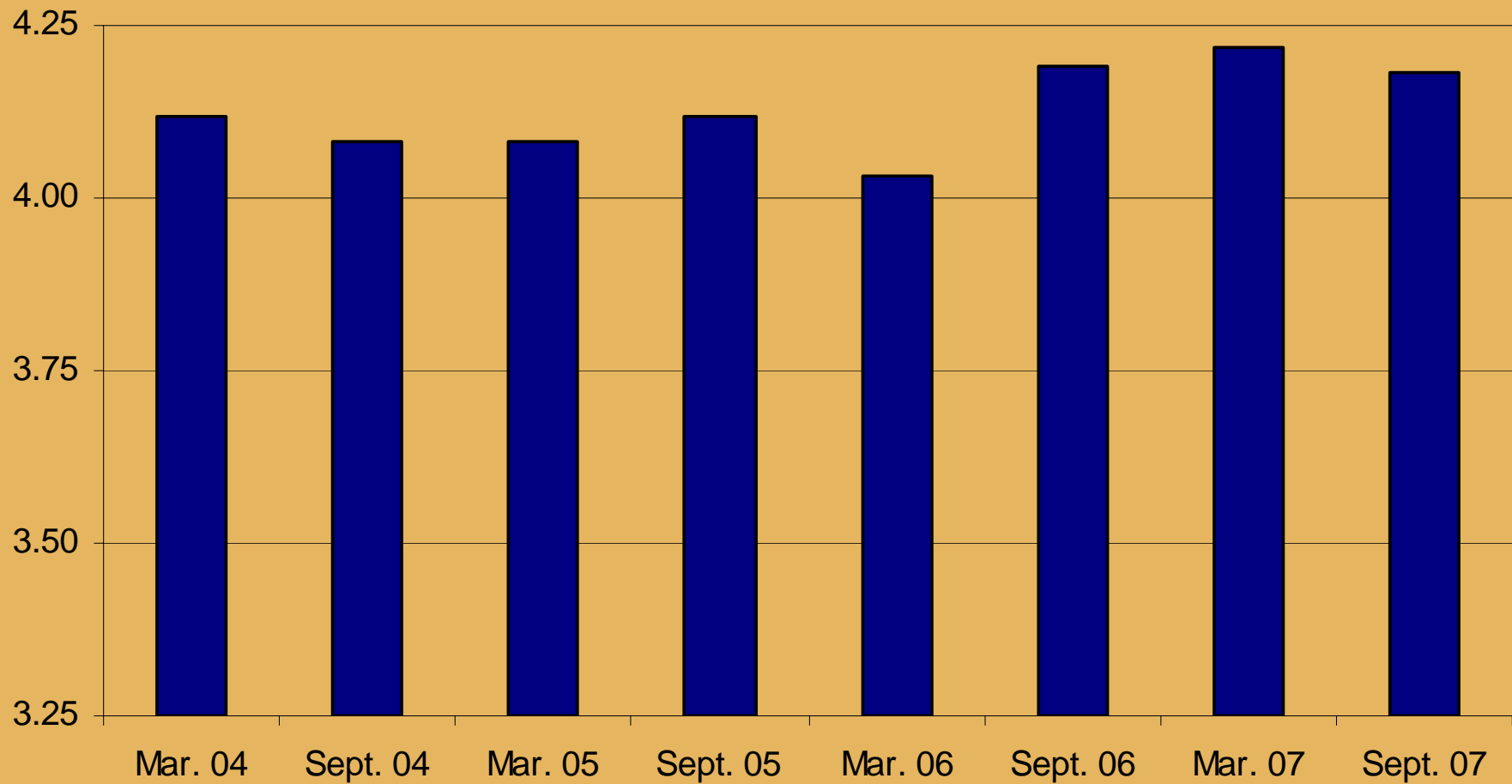
Results

Results

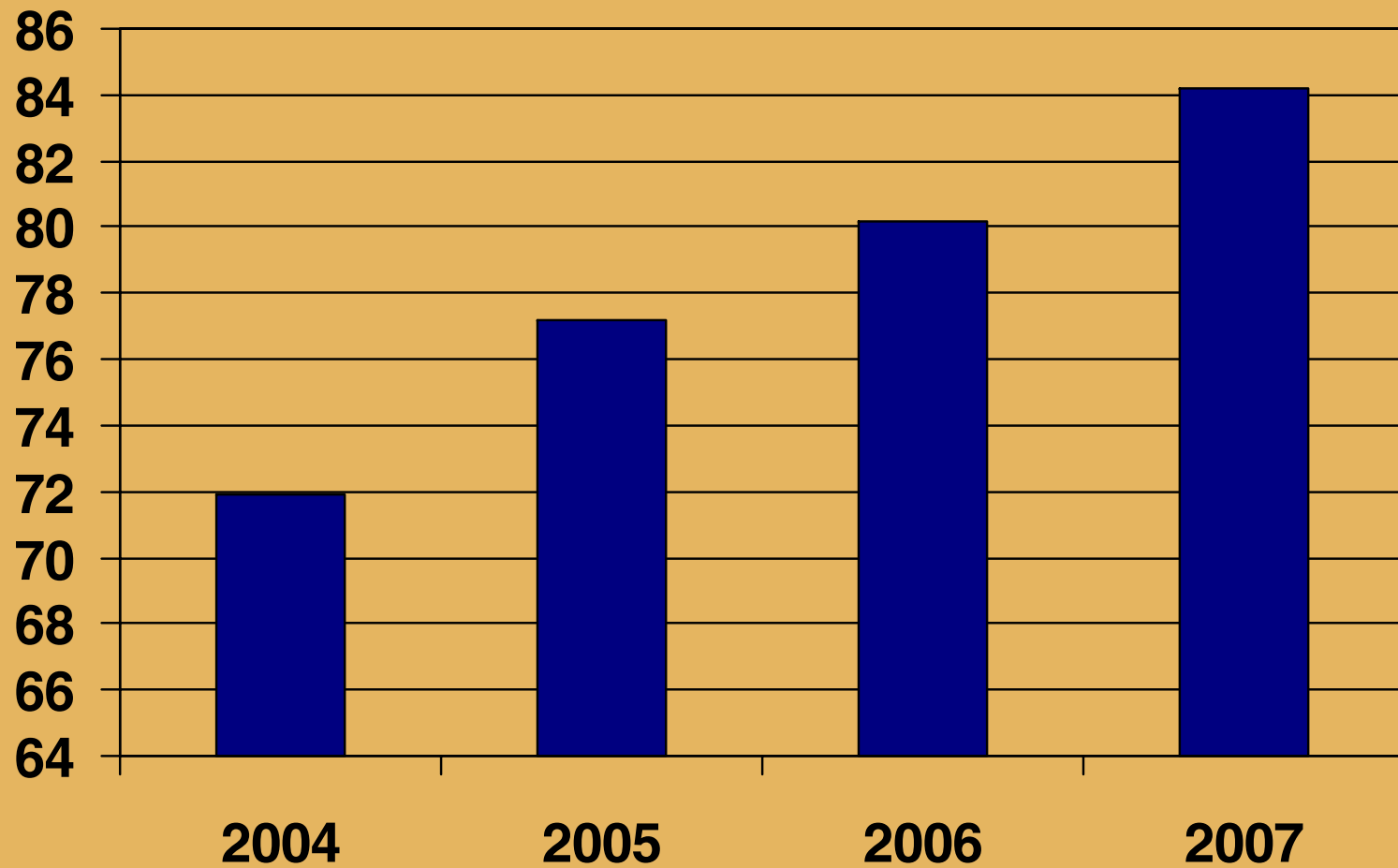
Health care costs *(per person)* *Cost Analysis*



IOS Results



Trust Survey Results



Discussion