

The Harmony Between People, Purpose, and Performance

Kevin McKinley

Chief Financial Officer

Chris Schmelzer

Director – Wear Components

Martin Engineering



Company Overview

Martin Engineering is a global innovator in the bulk material handling industry, developing new solutions to common problems and participating in industry organizations to improve safety and productivity.



Center For Innovation

A facility dedicated to making the handling of bulk materials cleaner, safer and more productive – all while eliminating fugitive material and runaway dust, and keeping materials flowing efficiently.

Global Footprint

AME
CHICAGO
INTERNATIONAL CONFERENCE
2019

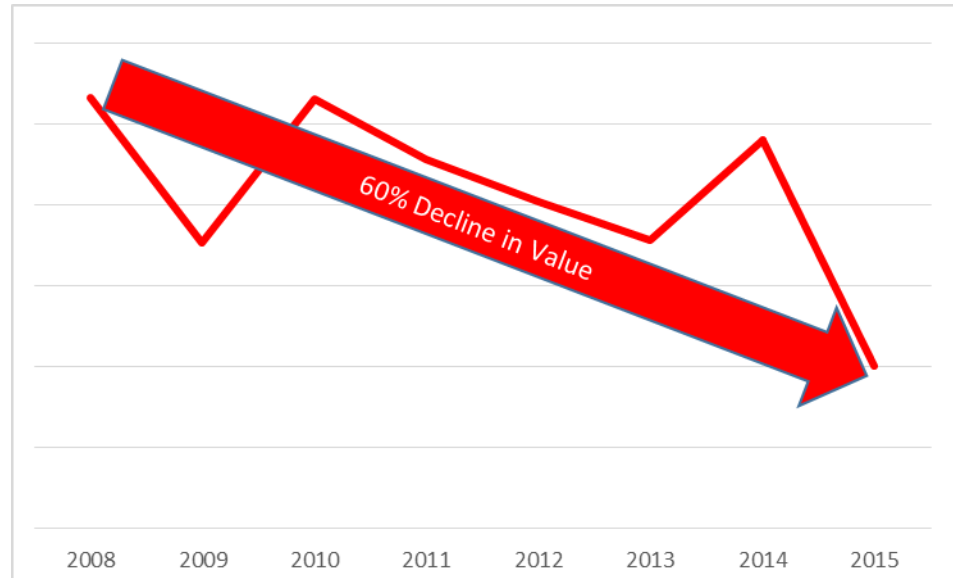


- Family Owned Business – 2nd and 3rd Generation
- Founded in 1944
- Grew from one company in Neponset, IL to 18 Global Units
- Approximately 1,000 employees globally



Case for Change

After 64 years of steady growth, hit a period of steady decline



Undertook several common responses and beat the proverbial Dead Horse

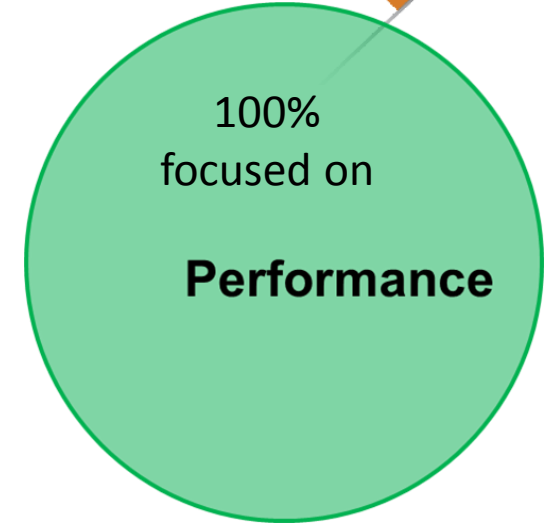
Finally, realized we needed to do something different....

Case for Change



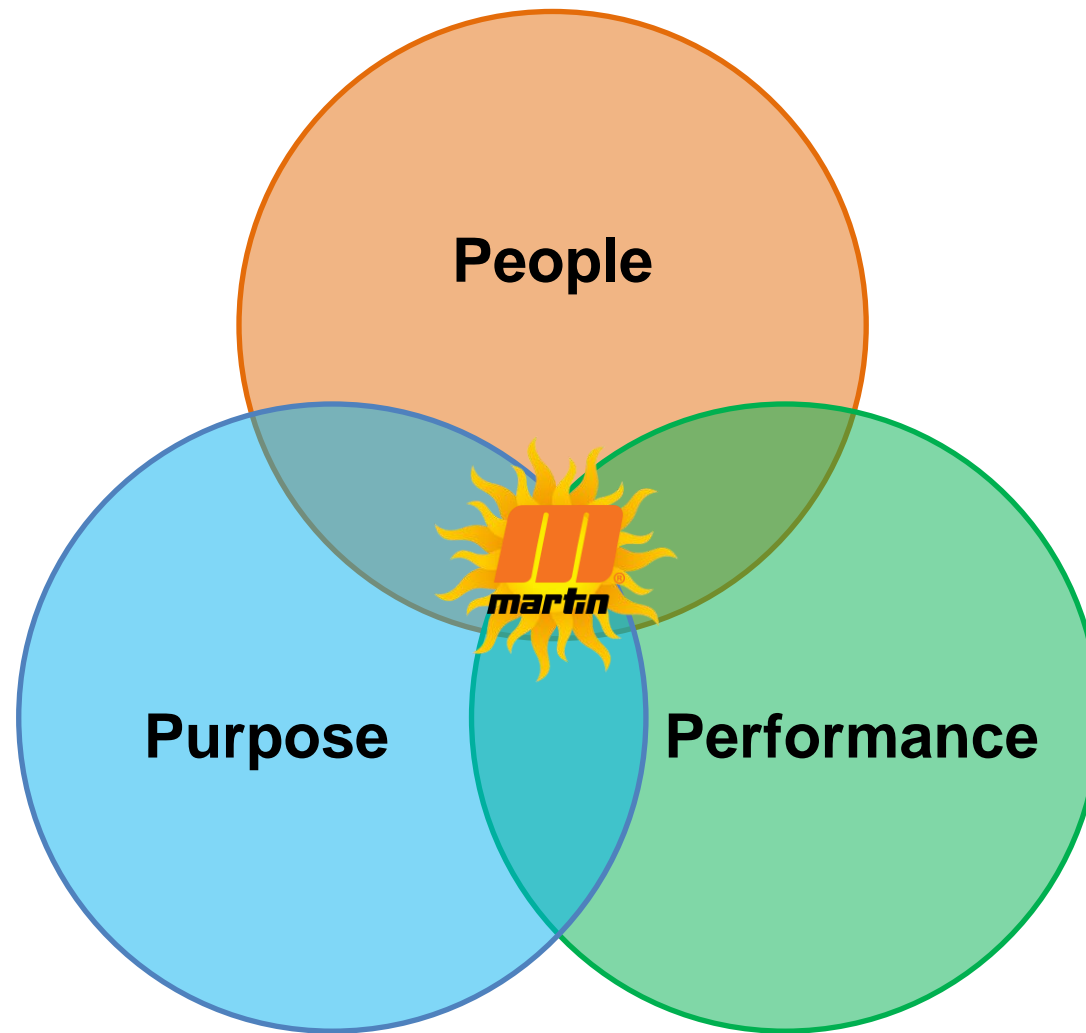
Symptoms:

- Significant world wide expansion
- Global footprint – decentralized
- 18 distinct business units with 18 distinct cultures
- Focused on top line sales growth
- Metrics not aligned with what we were really wanting to achieve
- Employees frustrated (always disappointing and being disappointed), disengaged, not aligned, silos, protecting turf..



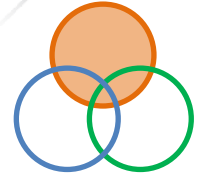
We needed to change the culture

Our Aspiration



Harmony!

Top Level Foundation



Why

How's

**People
Strategy**

Engagement

What

Development Program

168

Everybody Matters

Priorities

Success Planning

10 Leadership Behaviors

Martin University

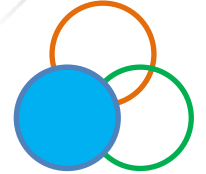
Listen Like a Leader

**People
Process**

**People
Culture**



Top Level Foundation



WHY

Everybody Matters

Balanced Scorecard

VALUES

Give Not Take

Mascot

Bleed Orange

**Purpose
Strategy**



**Purpose
Process**

**Purpose
Culture**

Listening Sessions

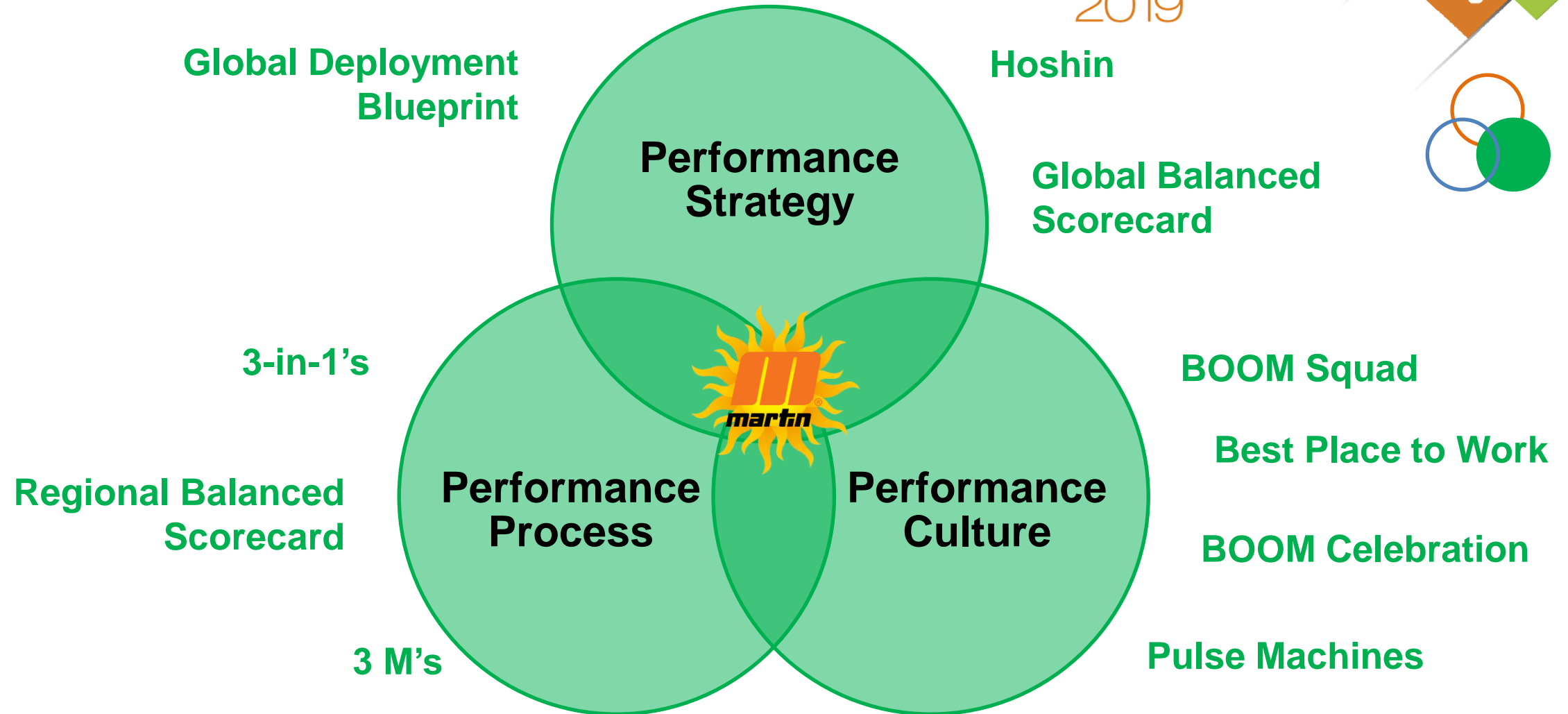
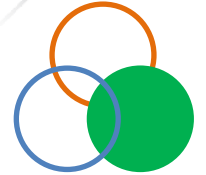
Pulse Machines

LLaL

BOOM

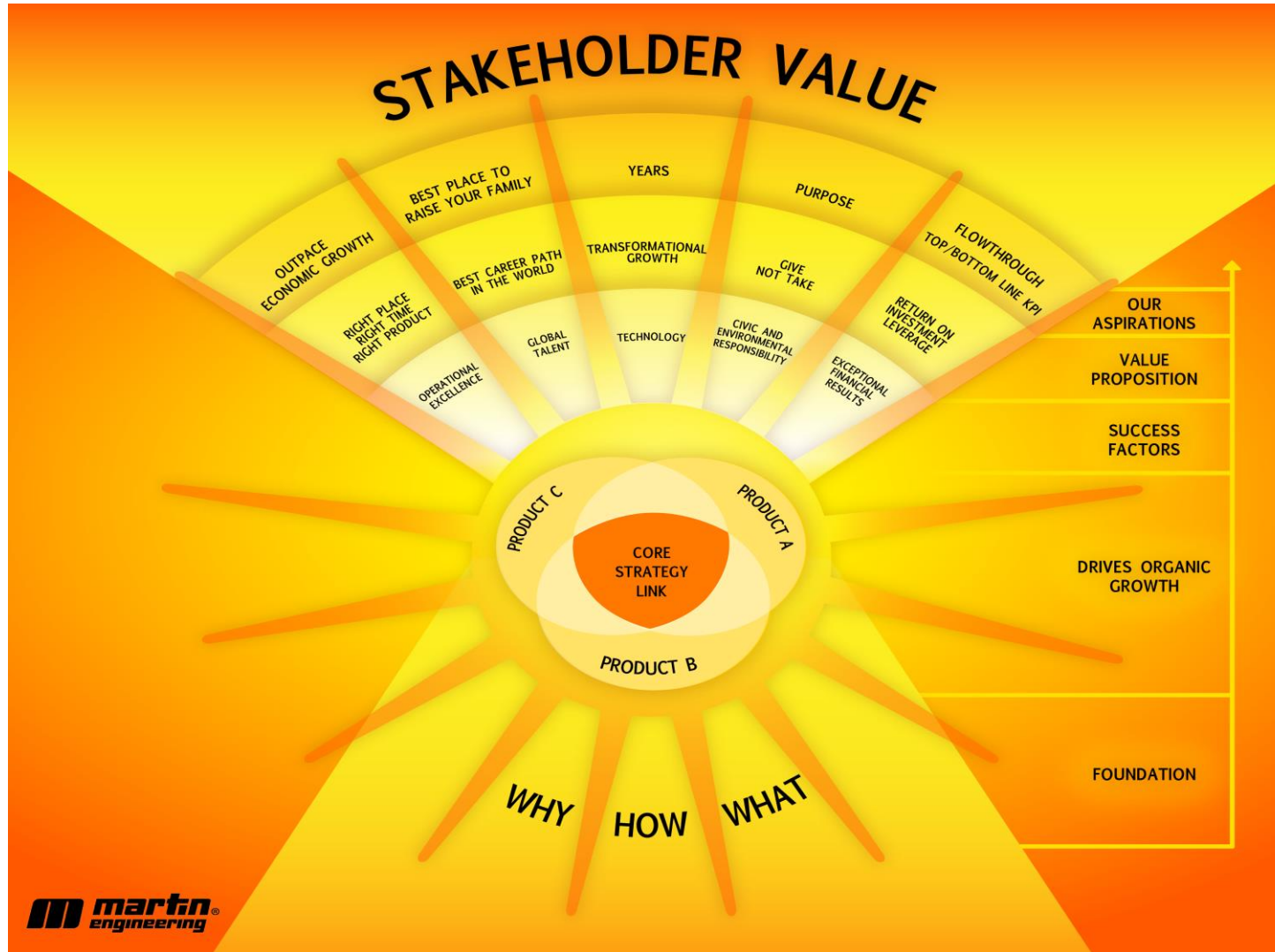
Best Place to Work

Top Level Foundation



Martin Sunshine

AME
CHICAGO
INTERNATIONAL CONFERENCE
2019



Today and Beyond

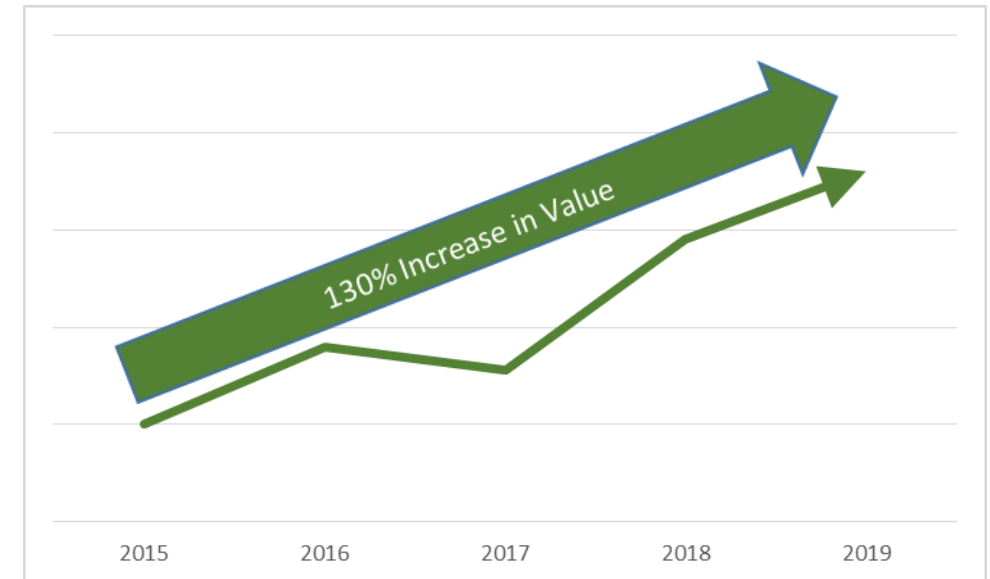


TODAY:

- 18 locations with one common culture
- Drives synergy
- Engaged employees
- Increased financial performance
- Increase in shareholder value



KEVIN UPWARD LINE GRAPH HERE



Thank You!

Your opinion is important to us!

Please take a moment to complete the survey using the conference mobile app.

Session No: ThS/48

The harmony between people, purpose and performance

Kevin McKinley

Martin Engineering

kevinmc@martin-eng.com