

Napoleon's Corporal

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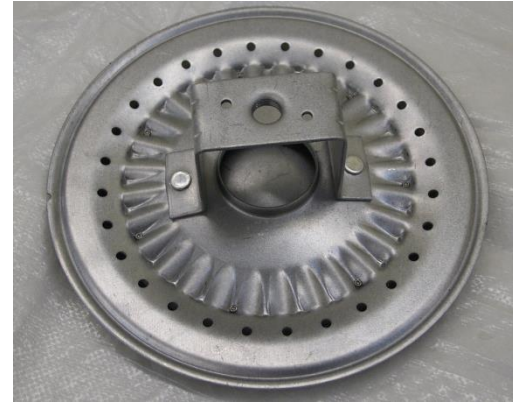




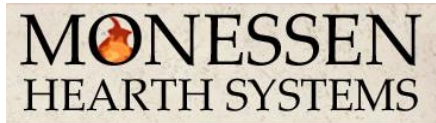
About Beckett Gas

- Founded in 1988
- Manufacture & assemble components for the gas water heater and furnace industry
- Sell product in 14 countries
- 300 employees at two Ohio facilities
- Recent acquisitions in Italy and England
- Lean practices and philosophy
- Biblical principles

Our Products



Our Customers



Leading on the Edge

- Practical leadership
- Developing current and new leaders
- Foster collaboration
- Real life examples
- Real life applications
- Potential solutions for problem areas
- Taking what is good and making it better

Napoleon's Corporal



Napoleon's Corporal Today

- Education
- Interests and priorities
- Home life
- Work ethic
- Problem solving skills
- Ownership

Napoleon's Corporal Today

- Education
- Interests and priorities
- Home life
- **Work ethic**
- **Problem solving skills**
- **Ownership**

Will follow a good leader!

Five leadership actions that will allow you to lead Napoleon's Corporal and grow your business

Practice the Subsidiarity Principle

- Sign of good leadership
- Requires knowledge of people
- Requires the discipline to identify and train new leaders
- Effective use of resources
- Situational awareness is greatest
- Leadership opportunity with risk

Perform Standard Work & Audits

- Law of Entropy
- Murphy's Law
- Sustainable = Simple + Audit
- Importance of process instructions
- Non-negotiables
- Understanding the "Why?"

Preach Continuous Improvement

- Continuous means continuous
- “What frustrates you the most?”
- Look at the entire value stream
- Time saved doesn’t matter unless.....
- Don’t be trapped by the tyranny of the urgent
- Create incentives
- Training = continuous improvement of your workforce

Promote Grassroots Ownership

- Importance of measures
- Understand the bottom line
- Focus on product flow
- Forces the development of work area leaders
- “If your department was your small business....”



Prove You Care

- Care but don't cater
- Reward & recognition
- Seek input, then.....
- Training – for this job or the next
- The importance of what they do in your eyes
- It's the right thing to do

You have to love your people more than your position.”

- John Maxwell

Results – Raising the Bar

- Operator skill levels
- Developed a formal BGI Trainer Program
- Developed a formal BGI Work Area Leader Program
- Developed a formal BGI Team Leader Program
- New product development
- Acquisitions
- Expansion

Leading on the Edge - Takeaways

- Get things done at the lowest level possible
- Sustainable = Simple + Audit
- Explain the “Why?”
- Continuous means continuous
- Develop grassroots leaders
- Care about your people more than your position

What do I do next?

- Honest self assessment
- Learn
 - 21 Irrefutable Laws of Leadership
 - Love Works
 - 2 Second Lean
 - Extreme Ownership
- Implement slowly

Thank You!

Your opinion is important to us!

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

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