

A photograph of the nose and propeller of a turboprop aircraft, viewed from a low angle against a blue sky with light clouds. The image has a dark blue overlay.

Creating a Culture of Safety and Execution

Able Engineering Inc. | Able Aerospace Inc. | Able Total Wellness | ETW

OUR MISSION

To safely reduce aircraft operating costs by providing resourceful component repair, overhaul and approved replacement parts solutions.





IT'S ALL ABOUT ALIGNMENT

Executing on Strategy

- Major objectives distilled from strategy
- Every team has a scoreboard
- 100% of employees have meaningful, outcome-based, actionable performance requirements connected to strategy

Design and Drive an Intentional Culture

- Mission (what we agreed to do)
 - A one sentence version of your value proposition / strategy
 - The reason customers do business with you
- Behaviors and Leadership Traits (how things get done)
 - Winning behaviors and leadership traits from your top performers
 - Hold all employees objectively accountable



You:

[Stream](#)

[My Evaluation](#)

[My Requirements](#)

[My Team](#)

[My Level Only](#)

[My Level and Lower](#)

All Levels

[Execution](#)

[Analytics](#)

Levels



Department



Work Center



Job Title



Employee

Levels

Average

Relative



Level	Description	Alignment	Performance	Leadership	Average Score	Employee Count	Late Evaluations
1	CEO	-	-	-	-	1	0
2	President	7.4	7.7	8.0	7.7	2	0
3	Senior Man...	7.5	7.2	7.4	7.3	18	0
4	Managers	7.0	6.8	6.6	6.8	18	1
5	Team Lead...	6.9	6.1	6.2	6.6	46	2
6	Non-Super...	6.9	6.7	5.7	6.8	359	17

Leadership Advancement



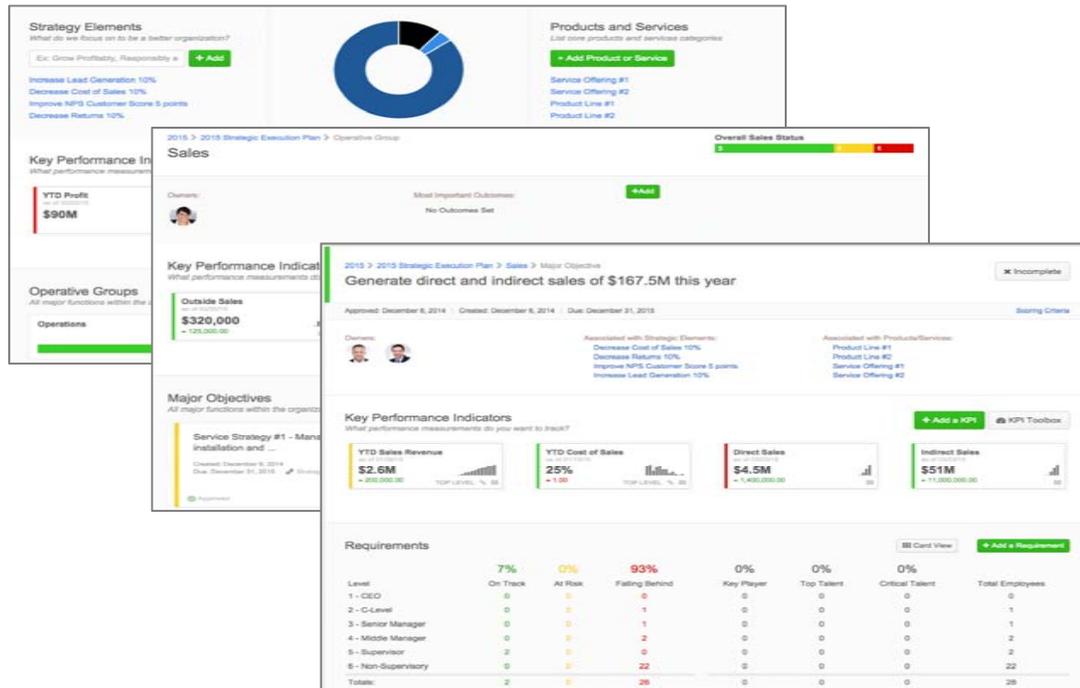
STRATEGY

Based on 5 questions:

1. What is the macro view of your industry? Growing or shrinking by region? More or less competition? More or less regulation?
2. What have your strongest competitors done in the past year to change the game and how did it work out for them?
3. What did we do in that past year to grow market share, how did it work out for us, and what could we have done to get a better result?
4. What keeps you up at night?
5. What are we going to do in the next year to grow market share by being a better value alternative for our customers?

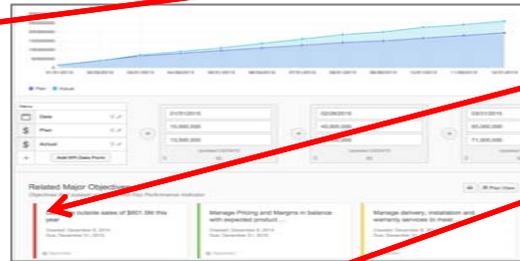
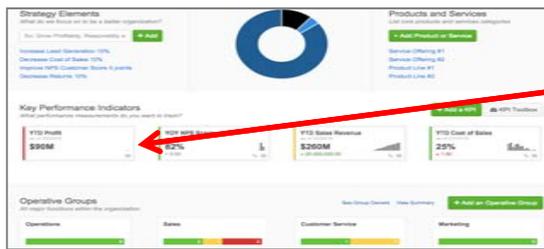
Managing Your Strategy In One Place

Execution Plan Dashboard



- ✓ Informed and timely decisions
- ✓ Risks are quickly identified
- ✓ All efforts are focused on getting results
- ✓ Clear accountability
- ✓ Agility to take action

Drill Down to Take Action



Generate outside sales of \$601.5M this year

Approved: December 9, 2014 | Created: December 8, 2014 | Due: December 31, 2015

Key Performance Indicators

- YTD Sales Revenue: \$360M (25% vs Target)
- YTD Cost of Sales: 25%
- Direct Sales: \$4.5M
- Indirect Sales: \$51M

Requirements

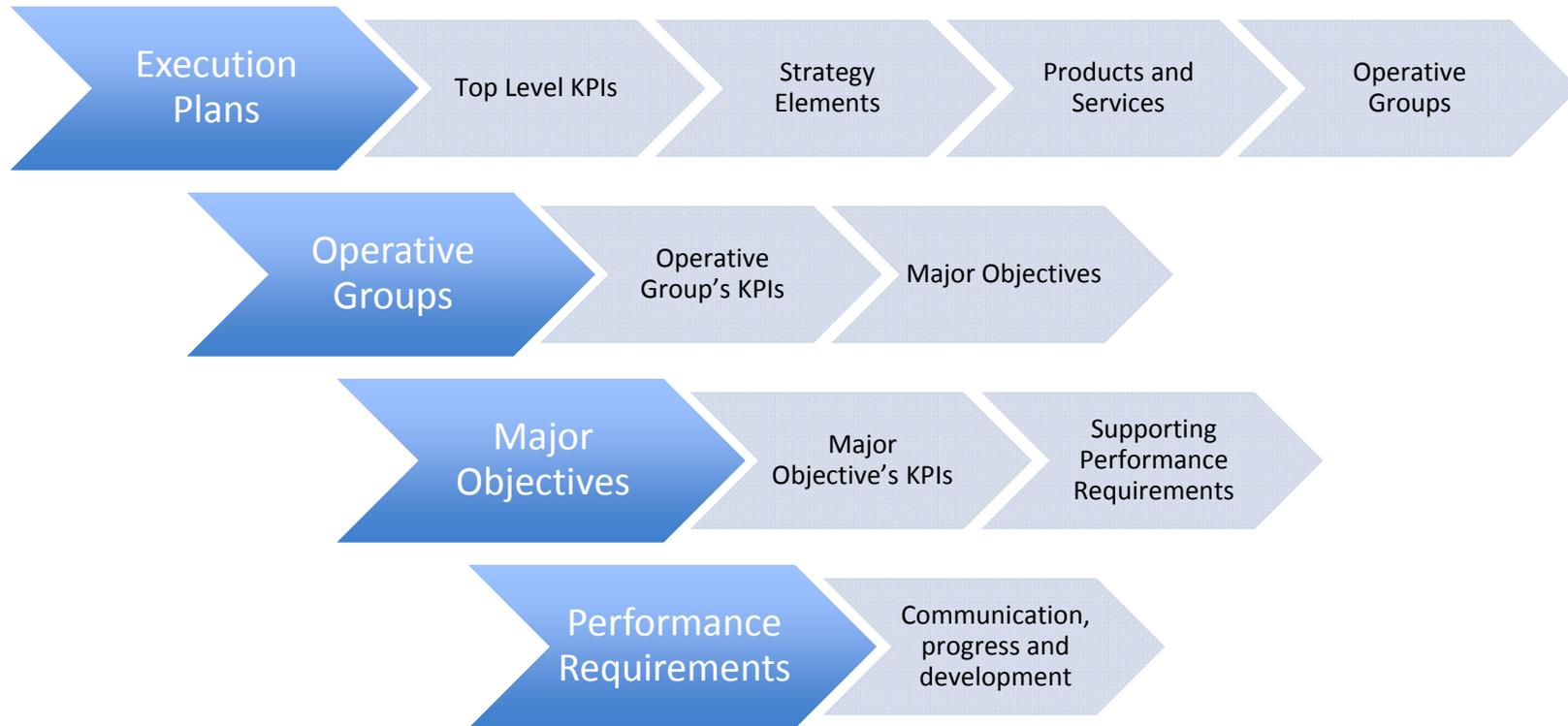
Level	0%	25%	100%	0%	25%	100%	0%	25%	100%
	On Track	All Risk	Falling Behind	Top Talent	Other Talent	Team Employees			
1 - CEO	✓			✓		1			
2 - COO	✓			✓		1			
3 - Sales Manager	✓			✓		1			
4 - Middle Manager	✓			✓		1			
5 - Representative	✓			✓		1			
6 - New Requirements	✓			✓		1			
Total	✓			✓		1			

Peggie Fabry said: ● Falling Behind
 Plan: \$14.35MM
 Actual: \$9.3MM
 Due to non-complete changes in 3 of the 5 states in my region we have had a substantial drop in sales. We continue to diversify products to gain increased market share in the states that are available and plan to be at plan by year end
 03/23/15 | [Upload File](#)

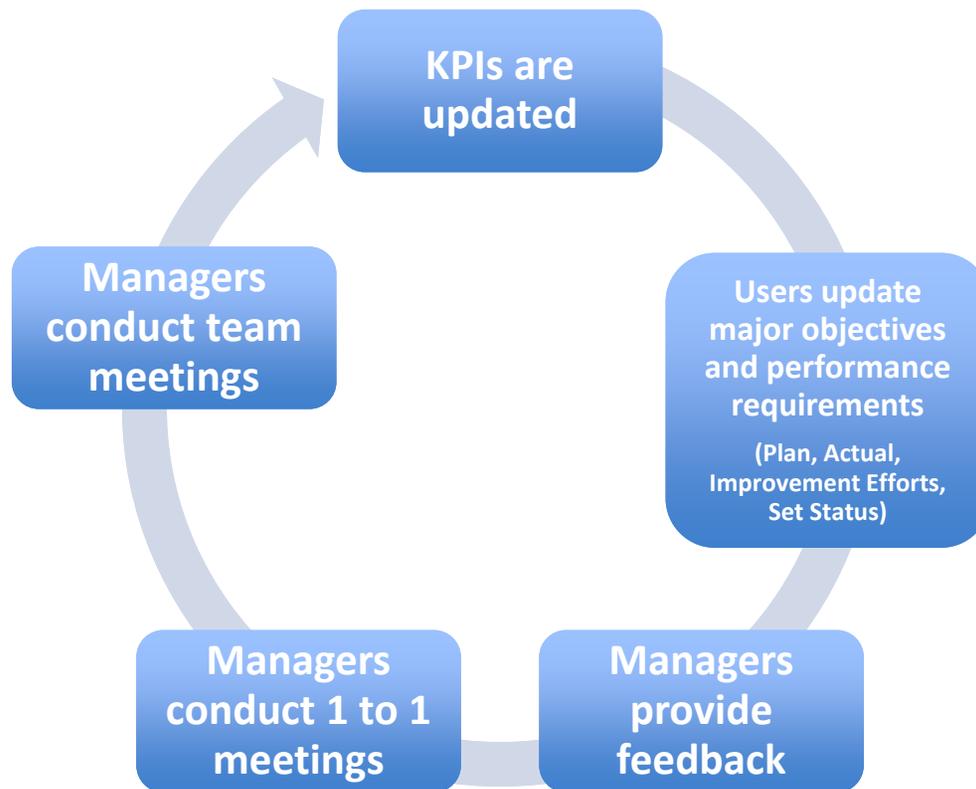
Blake Steven said: ● Falling Behind
 What is your near and long term plan for the 3 states assuming the non-complete is enforced for a full 3 years and how will operations adjust for the shift in products sold and delivery locations?
 03/23/15 | [Upload File](#)

- ✓ KPI is behind plan
- ✓ Major Objective is at Risk
- ✓ Supporting Requirement is at Risk
- ✓ Identify Gaps in Results
- ✓ Understand the issue
- ✓ Make informed decision
- ✓ Take action

Execution Plan Drill Down



Monthly Cycle for Managing Execution





CULTURE

What we agreed to do

- Mission
- Quality Policy
- Vision

How things get done

- Behaviors
- Leadership traits

All employees apply Alignment Tools to make the organization more successful

- ROI's that: save time, save money and/or improve customer experience
- Know why each Alignment Tool was created

ABLE'S ALIGNMENT TOOLS

MISSION

TO SAFELY REDUCE AIRCRAFT OPERATING COSTS BY PROVIDING RESOURCEFUL COMPONENT REPAIR, OVERHAUL AND APPROVED REPLACEMENT PARTS SOLUTIONS

VISION

TO MAXIMIZE THE RETURN ON OUR CORE PRODUCTS AND BE RECOGNIZED AS THE INDUSTRY LEADER FOR THE SERVICES WE PROVIDE

QUALITY

WE ARE COMMITTED TO RELENTLESSLY IMPROVING HOW WE MEET CUSTOMER REQUIREMENTS AND DEVELOP OUR EMPLOYEES

HIGH PERFORMING EMPLOYEES THROUGHOUT ABLE ...

TREAT COMPANY RESOURCES AS THEIR OWN

ARE RESPECTFUL, HONEST AND STRAIGHTFORWARD

ARE FULLY ENGAGED AND PARTICIPATE WITHIN THE TEAM

PRESENT AND PURSUE PERMANENT SOLUTIONS AS OPPOSED TO DWELLING ON PROBLEMS

DO WHAT THEY SAY THEY WILL

HAVE A PERSONAL COMMITMENT TO THE END RESULT

LEADERSHIP TRAITS

ENERGY: POSITIVE ENERGY IN GOOD TIMES AND ESPECIALLY BAD TIMES

EDGE: THE ABILITY TO MAKE THE TOUGH CALLS

PASSION: FOR BEING A LEADER, FOR OUR BUSINESS AND YOUR AREA OF RESPONSIBILITY

ENERGIZE: THE ABILITY TO CREATE AN ENVIRONMENT THAT ENERGIZES YOUR TEAM

EXECUTE: THE ABILITY TO DELIVER RESULTS

RESILIENCY: THE ABILITY TO BOUNCE BACK QUICKLY FROM SETBACKS

EATING AND DREAMING AT THE SAME TIME



WORKSHOP

What we will cover:

- Deeper dive into a management process that can be used organization wide or within smaller teams to achieve better results
- Foundational Readiness: What is missing that is preventing you from achieving extraordinary results
- Creating an intentional culture designed to improve team and organizational performance
- Developing all employees to bring more value for every dollar of payroll invested through performance conversations
- Ranking and placing talent appropriately
- Demonstration of Able Engineering's live business management operating system

Thank you! **Able**

