

# ***STRONGER TOGETHER***



A TACTICAL LOOK AT  
**SUPPORTIVE LEADERSHIP & CREW PHILOSOPHY**

STRONGER TOGETHER



"THE ONLY PEOPLE

WITH WHOM YOU SHOULD TRY TO GET EVEN WITH

***ARE THOSE WHO HAVE HELPED YOU."***

- JOHN E. SOUTHARD



STRONGER TOGETHER



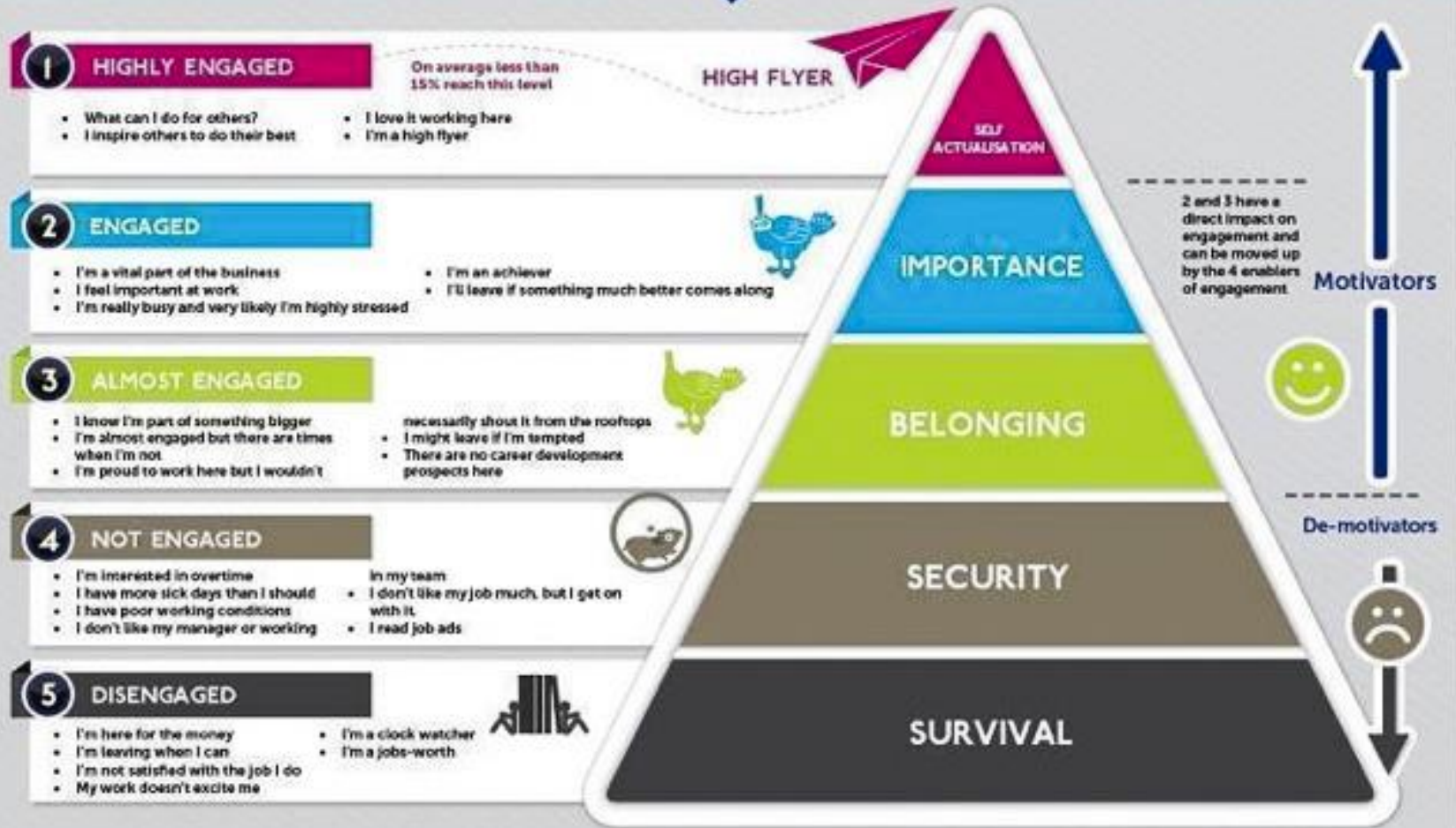
# DRAFT HORSES

**ONE DRAFT HORSE CAN  
PULL 8,000 POUNDS  
BUT**

**2 HORSES CAN PULL 24,000 POUNDS  
WORKING TOGETHER.**



# MASLOW'S HIERARCHY OF NEEDS APPLIED TO EMPLOYEE ENGAGEMENT





VERBAL INSTRUCTIONS

AS A LEADER,

WRITTEN INSTRUCTIONS

NEED PERMISSION TO SPEND

BUDGET TO FOLLOW

DON'T BE A THERMOMETER,

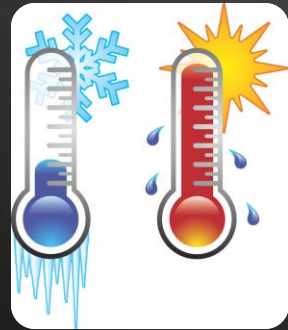
ASSUMED GOALS & OUTCOMES

CLEARLY COMMUNICATED GOALS

**BE A THERMOSTAT**

EMOTIONAL LEADERSHIP

LOGIC & FACT-BASED LEADERSHIP



VS



SURRO

WHO



"I hate a 'yes man', don't you?"



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MOST PEOPLE WAKE UP AND

GO TO A JOB

**OUR CREWS WAKE UP TO GO IN TO**

**A COMMUNITY**





# CREW CULTURE

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**Crew** I am a key member of the Argus Crew. I am valued for my input and I value the input of others.

**Innovation** I am an innovative, free thinker and I am not afraid to be different. I am an open-minded individual seeking a better way to seize opportunities and make "it" happen.

**Empowerment** I am empowered to make decisions that are in the best interest of our customers and Argus.

**Commitment** I am committed to the long-term sustainability of Argus, I make it happen. I will not disappoint the customer. I will offer suggestions to increase profitability.

**Teamwork** I am approachable, flexible and accommodating at all times. I support my fellow teammates and offer a hand up when the opportunity presents itself.

**Integrity** I am honest, reliable and trustworthy and will not compromise my standards. I strive to be a professional member of the Argus team at all times.

**Fun** I would like my critics to be undecided if I am working or playing, because to me, I am always doing both.

**Together** we make Argus the exception to the rule, succeeding where others have failed. Argus sustains a work environment that is enjoyable beyond expectations. Argus grants us a lifestyle to be proud of and supports us in life both personally and professionally.

## WE are the culture of ARGUS



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"IF YOU WANT TO BUILD A SHIP,  
DON'T DRUM UP THE MEN TO GATHER WOOD,  
DIVIDE THE WORK, AND GIVE ORDERS.

INSTEAD,

***TEACH THEM TO YEARN  
FOR THE VAST AND ENDLESS SEA."***

- ANTOINE DE SAINT-EXUPERY





# MISSION STATEMENT



**Through a Positive & Respectful  
Daily Experience**

**We Provide Cutting Edge  
Elastomeric Materials with  
Custom Cutting and Molding Solutions**

***To Make Tomorrow Better than Today!***



**ARGUS**  
CUTTING EDGE MATERIALS • CUTTING EDGE RESULTS

VISION

MISSION



# TYPICAL ORGANIZATIONAL CHART



# SUPPORTIVE LEADERSHIP MODEL





**SUPPORTIVE  
LEADERSHIP  
MODEL.**

# THE HR DEPT IS HISTORY

*“HR Support should live in your Leaders,  
not in an office at the end of the hall”*

**-M.E.**





# The MAGIC Meetings

NO TITLES | NO EGOS | NO HIDDEN AGENDAS | FOCUS ON ONE ISSUE

**M**

– MAKING TOMORROW BETTER THAN TODAY (CONTINUOUS IMPROVEMENT)

**A**

– ACCOUNTABILITY (TO THE TRIBE, CUSTOMERS AND SUPPLIERS THAT SUPPORT US)

**G**

– GEMBA (GET UP AND GO SEE / GO TO WHERE THE TRUTH IS)

**I**

– INNOVATION (ENGAGING OUR COLLECTIVE IMAGINATION, COME TOGETHER TO SOLVE PROBLEMS)

**C**

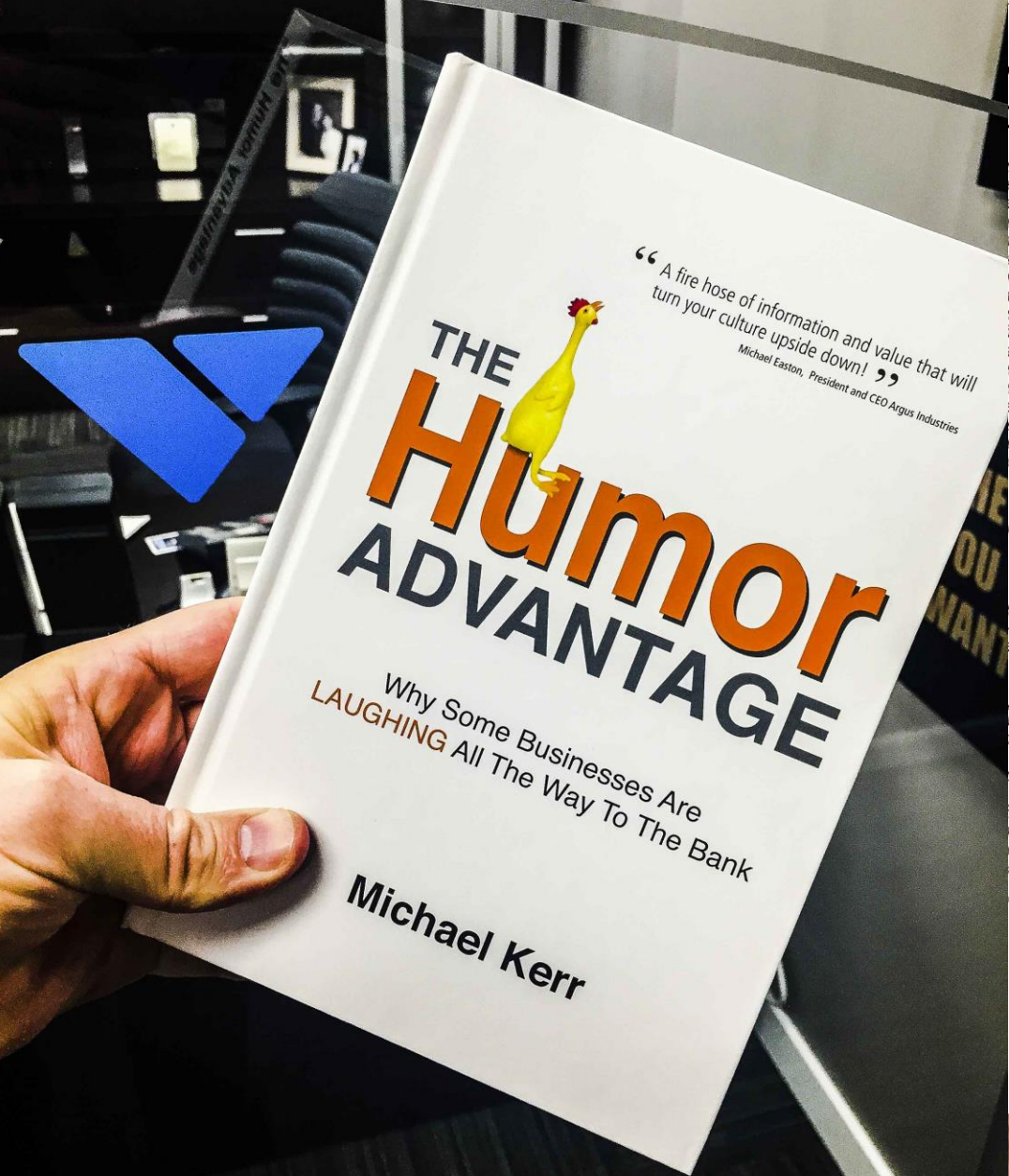
– CONTRIBUTE (BE AWARE OF YOUR ROLE TO ADD POSITIVE CONTENT TO THE MEETING)

WEDNESDAY, SEPTEMBER 23, 2015

# BUSINESS

Winnipeg Free Press  
BUSINESS EDITOR: SHANE MINKIN 204-697-7300

## Gorilla



# THE Humor ADVANTAGE

Why Some Businesses Are  
LAUGHING All The Way To The Bank

Michael Kerr

“A fire hose of information and value that will turn your culture upside down!”  
Michael Easton, President and CEO Argus Industries

## place

...y a person takes them-  
...s seriously everyone  
...erson,” he said.  
...ts to Argus Industries, a  
...manufacturer of parts for  
...ranging from agriculture to  
...e, as an example of incorpor-  
...a into the corporate culture.  
...ample, when Jeff Thomas  
...d for his first day of work as the  
...s, he found his office full of oper-  
...air of earphones and a pin.  
...Two tools were waiting for him:  
...Mike Easton, president and CEO of  
...rgus, said he’s aware the fun factor  
...comes from the top.

“My job isn’t to create the fun, but to  
give permission for the fun to occur.  
In meetings, I reinforce that it’s OK to  
have fun and make jokes,” he said.  
“Argus might be the only company in  
town to make regular use of a gorilla  
suit. Sometimes people will come  
back from a meeting to find a gorilla  
jumping out at them from underneath  
a desk. Other times, Easton will ask  
employees to check out some defective  
goods in a large box and when they  
open it, the gorilla jumps out.  
“You never know where the monkey  
is going to be in the fall,” Easton said.

Argus will regularly have cook-  
offs where some employees cook  
and others grade their dishes. More  
importantly, the contest turns into a  
social event.

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STRONGER TOGETHER



MANY LEADERS TRY TO MAKE THEMSELVES

*SIGNIFICANT*

INSIDE THEIR ORGANIZATIONS,

***I TRY TO DO THE OPPOSITE.***



# THE PRESIDENT

TRANSPARENT,  
ONE FACE AS A LEADER,  
BUT ALSO... I'M JUST A PERSON

LUNCH WITH THE PRESIDENT

CHARACTER IS MORE IMPORTANT  
THAN TITLE  
("WHO" MORE THAN "WHAT")

ONE 2 ONE'S  
(180 REVIEW & IRRESISTIBLE ENVIRONMENT)

## 2022 PRESIDENTIAL FOCUS

### NEW VISION

COVID19 IS BEHIND ME, HOW DO I SEE US PROGRESSING FORWARD TO STAY THE STRONGEST I GET TO LOOK FORWARD AGAIN, SO I MUST DISTANCE MYSELF FROM THE PAST. THE REAR VIEW MIRROR IS MUCH SMALLER THAN THE WINDSHIELD FOR A REASON! THE FUTURE IS BRIGHT, MAKE SURE TO NOT STRESS THE UNNECESSARY.

### THE NEXT TEN YEARS

TURNING 50 MAKES YOU LOOK AHEAD AT THE NEXT BIG NUMBER... 60!  
TO LOOK AT ALL THAT SHOULD HAPPEN IN THE NEXT 10 YEARS IS AMAZING.  
TO BE ABLE TO INTENTIONALLY PLAN AND GUIDE MY NEXT 10 YEARS STARTING FROM NOW IS A GIFT.  
IDENTIFYING THE MAJOR EVENTS FOR THE NEXT 10 YEARS...KIDS GETTING MARRIED, GRAND KIDS, EMPTY NESTERS, AND TRANSITIONING TO RETIREMENT!?!

### GIVING BACK

AFTER WORKING 25 YEARS AT ARGUS, I WANT TO START TO FOCUS MY TIME INTO GIVING BACK. I HAVE LEARNED A LOT IN BUSINESS, NOW TO GIVE IT AWAY TO FOLKS THAT NEED IT FEELS RIGHT. WE HAVE CREATED AN INNOVATIVE BUSINESS MODEL AND TO SHARE IT TO THE NEXT GENERATION WOULD HELP THEM HIT THE GROUND RUNNING AND NOT WASTE THEIR YEARS RE-DISCOVERING IT.

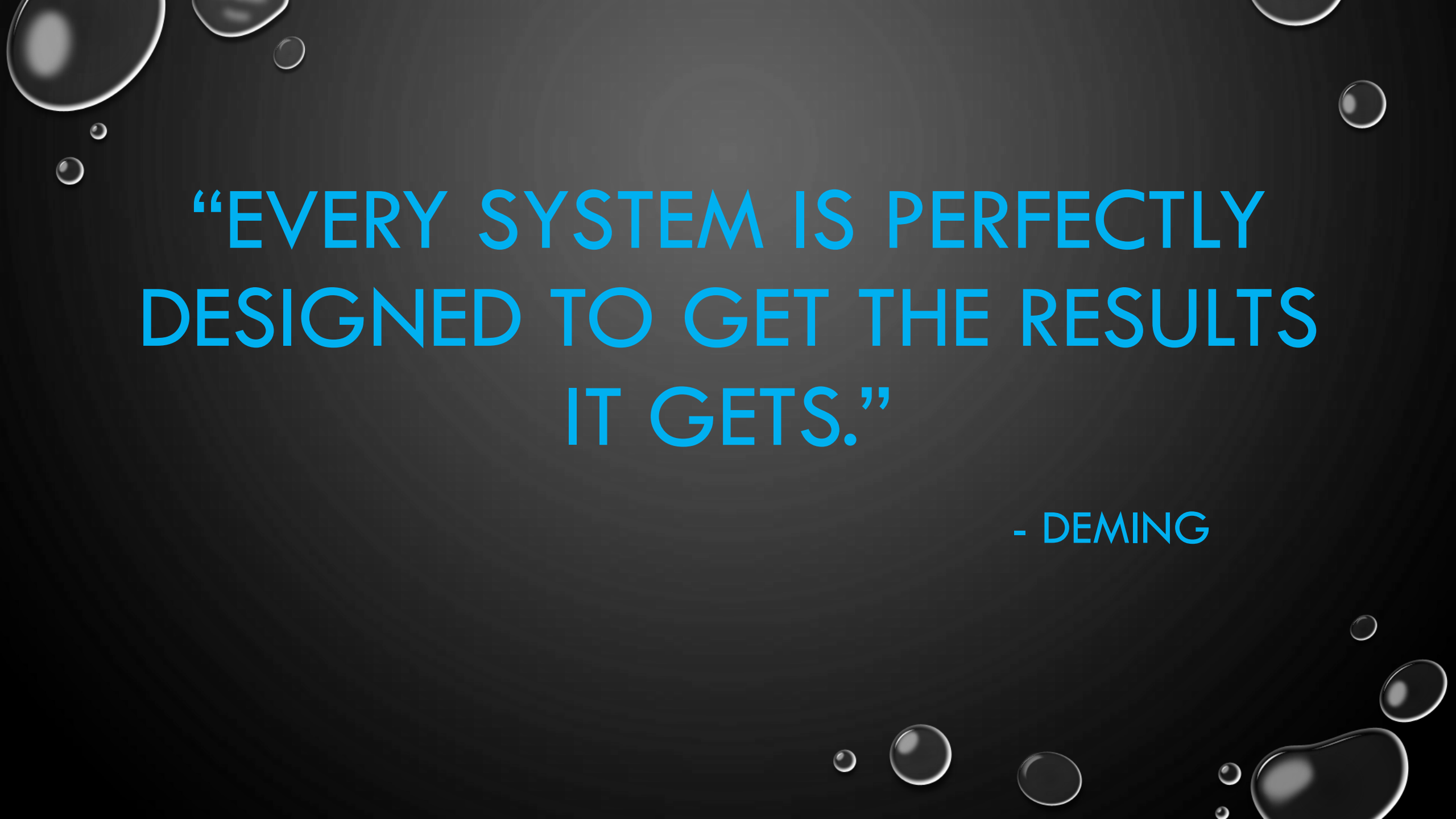
### QUANTITY TIME

TIME IS THE NEW CURRENCY; I WANT TO MAKE SURE I SPEND IT WISELY. LIFE IS A JOURNEY, YOU MUST PLAY ALONG THE WAY, AS IT WILL BE OVER BEFORE YOU KNOW IT. I WANT TO BE ENJOYING ALL THE TIME I HAVE, WITH MY FAVORITE PEOPLE, AND NOT REGRET A MINUTE SPENT WITH ANYONE I CHOOSE TO INVEST MY TIME WITH.

WE ARE ALWAYS...

STRONGER TOGETHER



The image features a dark grey background with several translucent, realistic-looking bubbles of various sizes scattered in the corners. The largest bubbles are in the top-left and bottom-right corners, while smaller ones are scattered throughout. The text is centered in a bright cyan color.

“EVERY SYSTEM IS PERFECTLY  
DESIGNED TO GET THE RESULTS  
IT GETS.”

- DEMING

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STUCK IN A THE RUT OF WHERE TO START?

**TGR VS TGW**

**ASK THE PEOPLE WHO LIVE**

**WHERE THE ISSUES LIVE**



**DO NOT LOOK FOR THE  
\$1 MILLION DOLLAR SOLUTION,**

***BUT INSTEAD***

**SOLVE A MILLION,  
\$1 DOLLAR PROBLEMS**



# **THE PARADIGM *SHIFT***

**A TRUE MASTER OF LIVING WELL MAKES LITTLE DISTINCTION BETWEEN HIS WORK AND HIS PLAY, HIS LABOR AND HIS LEISURE.**

**HE SIMPLY PURSUES HIS VISION OF EXCELLENCE AT WHATEVER HE DOES, LEAVING OTHERS TO DECIDE WHETHER HE IS**

**WORKING OR PLAYING**

**BECAUSE TO HIM HE IS ALWAYS DOING BOTH.**

**— JAMES MICHENER**





# ***BOOK RECOMMENDATIONS***

- THE LEADER WHO HAD NO TITLE
  - NINE LIES ABOUT WORK
- SWITCH: HOW TO CHANGE WHEN CHANGE IS HARD
  - EVERYBODY MATTERS



*STRONGER TOGETHER*

**THANK YOU!**

A TACTICAL LOOK AT  
SUPPORTIVE LEADERSHIP & TRIBAL PHILOSOPHY