The outlook IS for UNPRECEDENTED CHANGE
TWO CORNERSTONES
SUSTAINABILITY
WORKFORCE
SUSTAINABILITY
2nd Highest Failure Rate

• 95% over a 5 year period !!
#1 Highest is

• RESTAURANTS
So how do we SUSTAIN

• Effective Leadership

Leaders who understand that DISRUPTION is opportunity
Leaders who embrace CHANGE because it creates opportunity
LEADERS WHO

• REINVENT themselves and their companies to meet that change.
Turn ADVERSITY into Opportunity

FEAR paralyzes. HOPE mobilizes. Courage isn’t the absence of fear, it is the MANAGEMENT of FEAR.
Leaders hold people accountable

- Themselves FIRST, then their PEOPLE.
- It is pretty much missing in our industry, as is leadership.
Who Moved My Cheese

Initially published in 1998. Superstar!
Reborn 2008 & we all know why!
OUR cheese has been moved.
NOW WHAT DO I DO?

- The demand for retrofit & service work will GROW at an unprecedented pace
How about…

• …productivity tools will be required to successfully compete in the HVAC market in 2018
A new banner

- Innovation means breaking ALL of TODAY's rules.
It means
The Future Demand..

• Will be PERFORMANCE driven, code-driven, and CONSUMER preference driven.....enormous levels of HVAC work.....IT MAY BE DIFFERENT from today’s.
WORKFORCE

• The HVAC industry has a severe IMAGE problem that will be extremely difficult to overcome.
Maybe we should ask

• Who is responsible for this image?
POOR Leadership
Maybe

Me

You
Leaders in the HVAC …

Contracting community will develop INTELLIGENCE AS A CORE COMPETENCY
In what?

EFFECTIVELY LEADING THEIR PEOPLE THRU CHANGE
Will we be successful?

“to the rate at which WE CHOOSE TO adopt INNOVATIONS!
Workforce problems

• Tend to GO away when companies are run by good leaders.
PERFECT EXAMPLE

SULLY
WHY HIM?

EXPERIENCE
WILLING TO CHANGE

AVIATION SAFETY
INNOVATION

LaGuardia Arpt  Teterboro Arpt
LEADERSHIP

HE WAS THE LAST ONE OFF
Today, more than ever, in these changing times, we need men and women who will LEARN how to become EFFECTIVE LEADERS.
Denis Waitley. PhD

Our ATTITUDE at the beginning of an event has more to do with our success than our actual talent.