


PARTNERS IN PROGRESS

ALL IN 2020

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART





CHAMPIONING INNOVATION CULTURE

TAUHIRA ALI
MILWAUKEE TOOL

Today's Plan

CHAMPION INNOVATION CULTURE TO ELIMINATE TODAY'S
CHALLENGES AND EXPLORE TOMORROW'S OPPORTUNITIES

~~INNOVATION~~ CULTURE

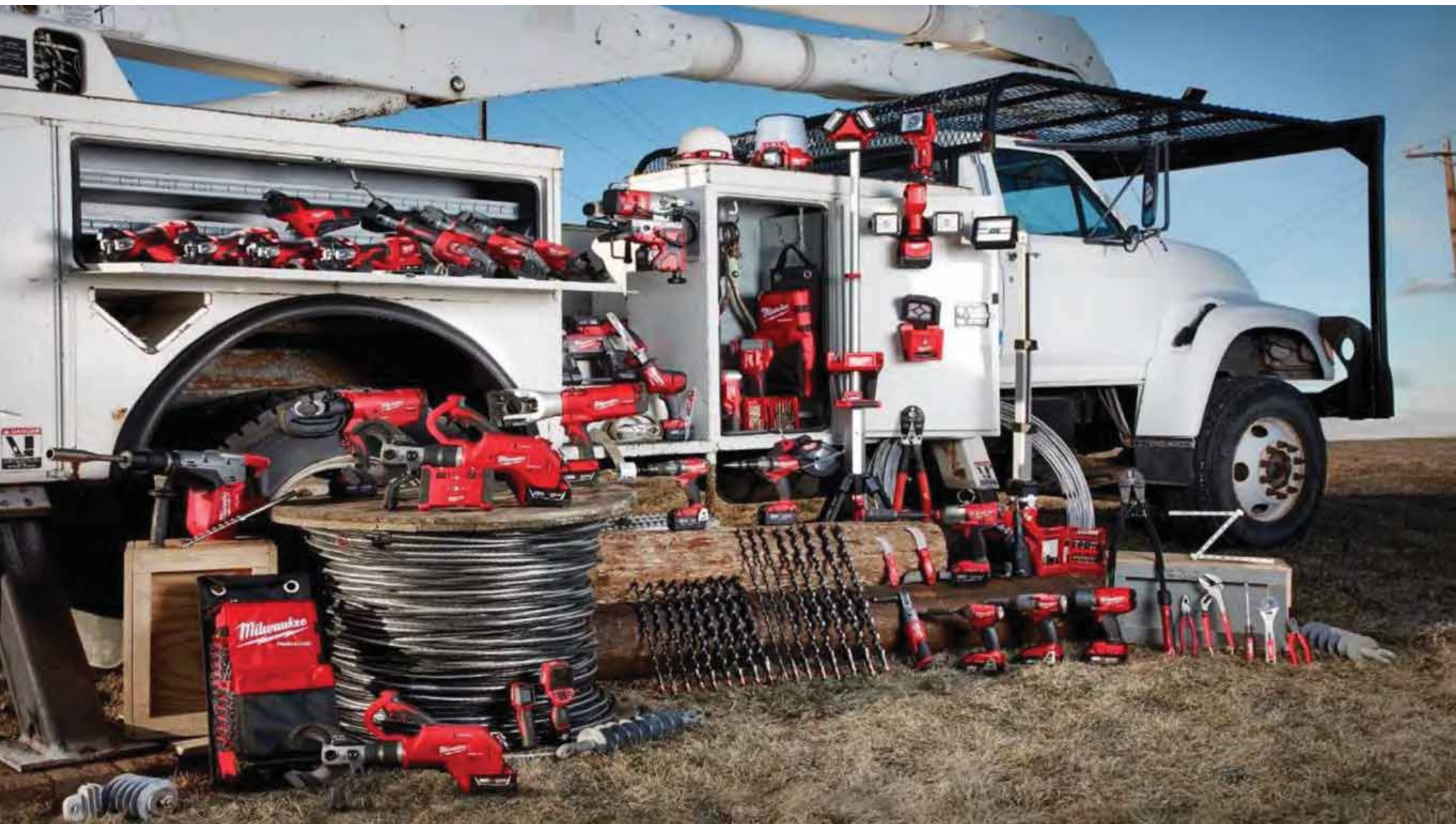
But what does this mean?

CULTURE

What does “culture” mean to you?

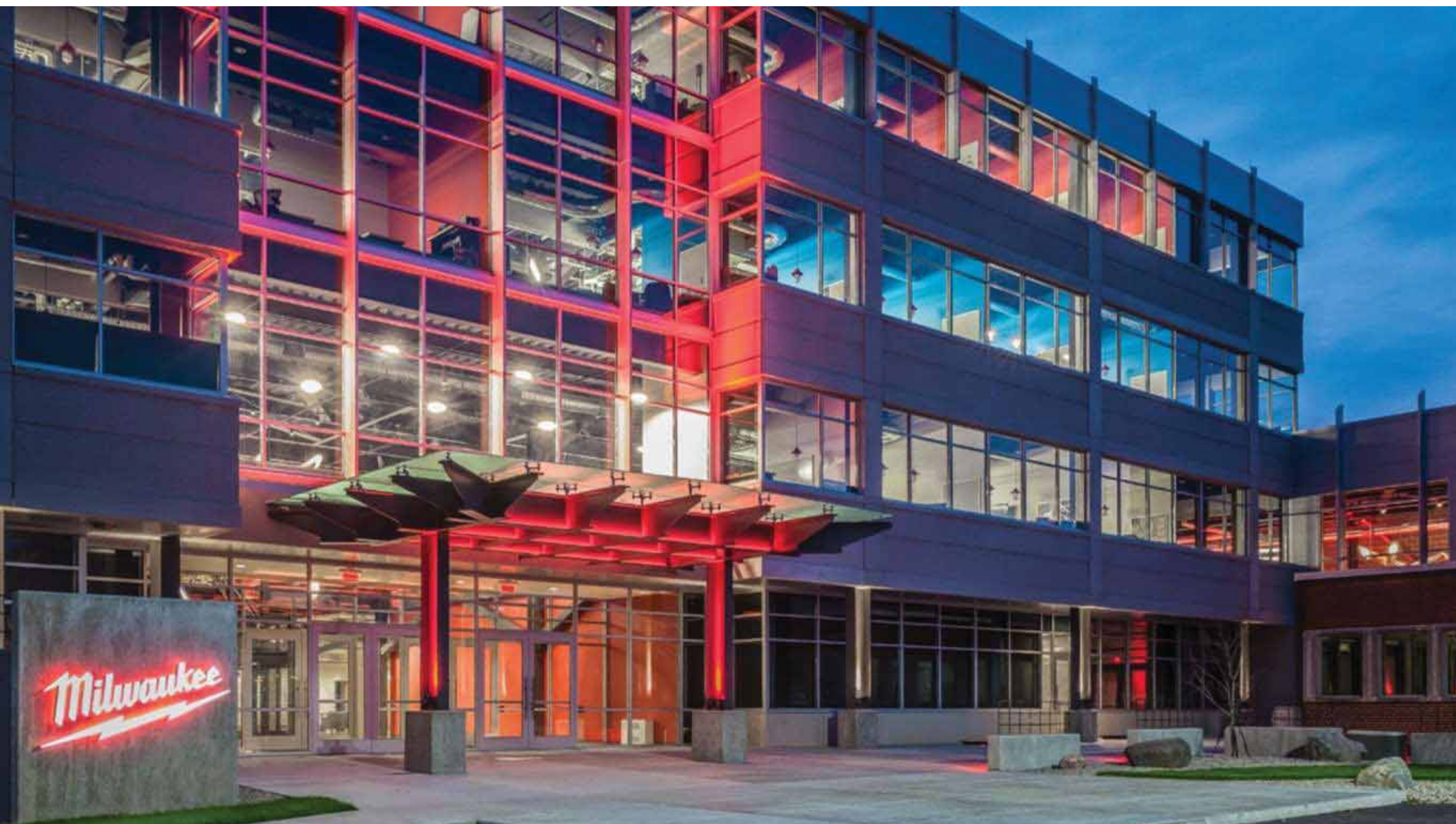
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What does "culture" mean to you?



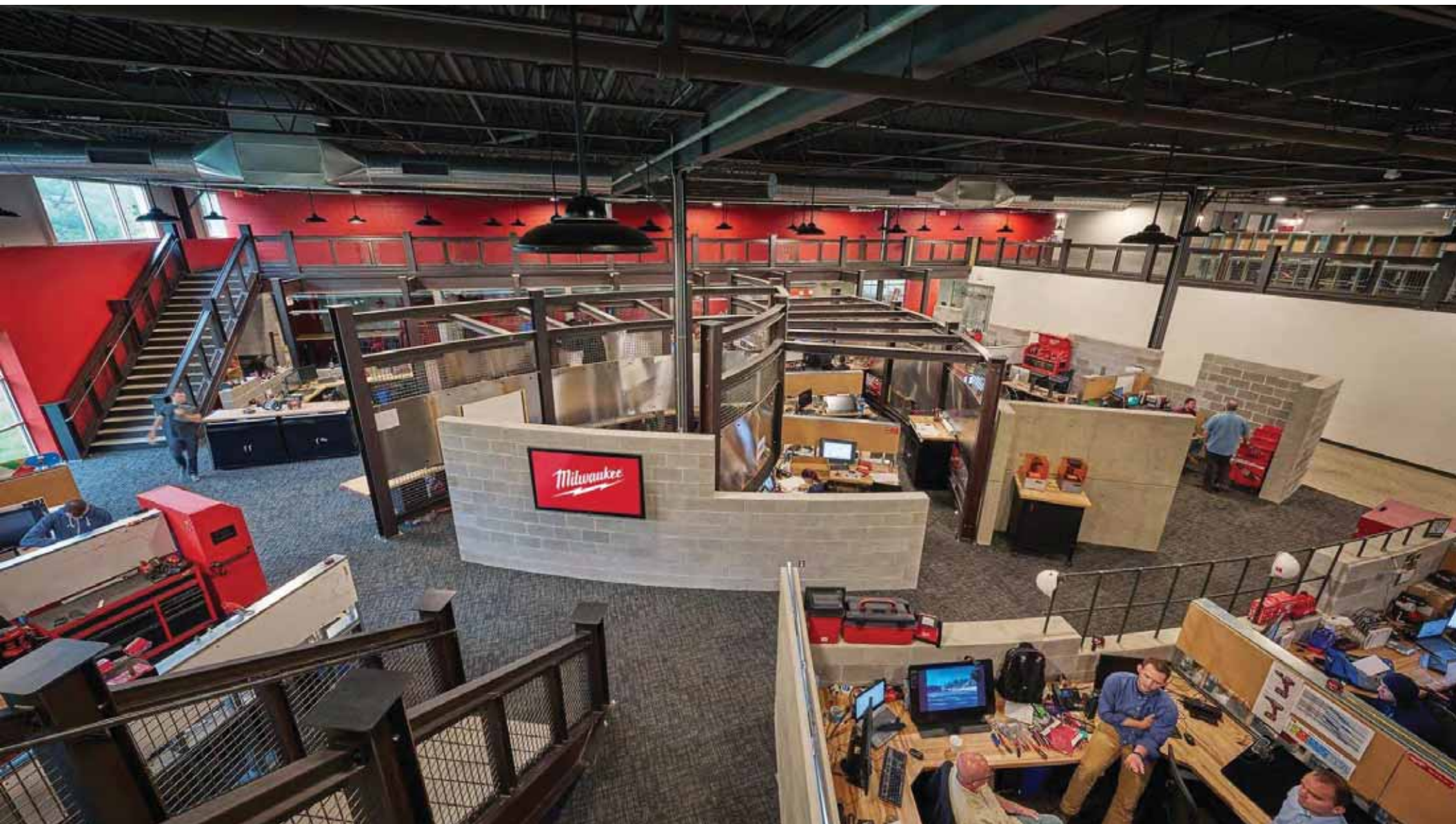
Milwaukee Tool is an industry-leading manufacturer of heavy-duty power tools, accessories, and hand tools for professional users worldwide.





Corporate Pride & Culture





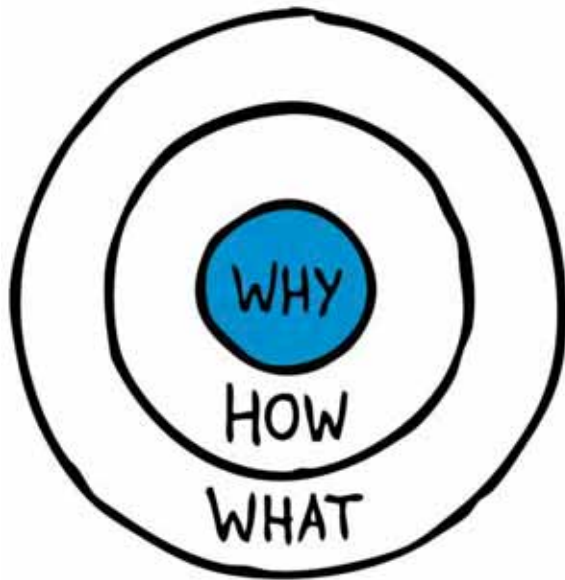
Culture by Intention



CHAMPION INNOVATION CULTURE TO ELIMINATE TODAY'S CHALLENGES AND EXPLORE TOMORROW'S OPPORTUNITIES

Start with the WHY

Simon Sinek's "Golden Circle":



Why: Core belief of the business, why the business exists

How: How the business fulfills that core belief

What: What the company does to fulfill that core belief

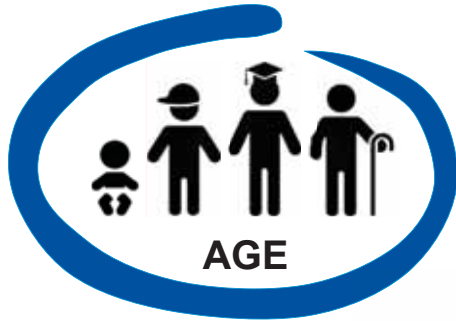
What's your **why**?

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What's your WHY?

Start the presentation to see live content. Still no live content? Install the app or get help at PollEv.com/app

What causes so many different **why** motivators?



DIVERSITY



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DIVERSITY OF AGE



Traditionalists

1928 – 1945

Loyal
Job Titles
Money



Boomers

1946 – 1964

Responsibility
Perks/Recognition
Challenges



Gen X

1965 – 1980

Flexible Schedules
Telecommuting
Bonuses/Stocks



Millennials

1980 – 2002

Culture
Continued Learning
Immediate Feedback



Gen Z

2003 – 2012

Social Rewards
Mentorship
Transparency

What causes so many different **why** motivators?



AGE



REGION



TRADE

DIVERSITY



GENDER



ETHNICITY



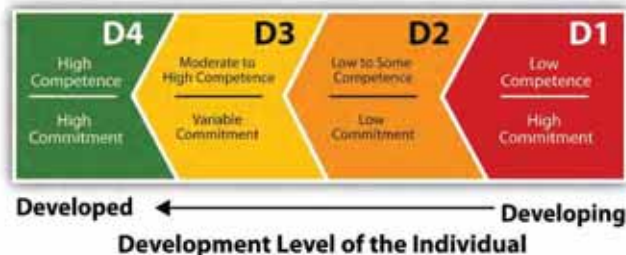
EXPERIENCE

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DIVERSITY OF EXPERIENCE

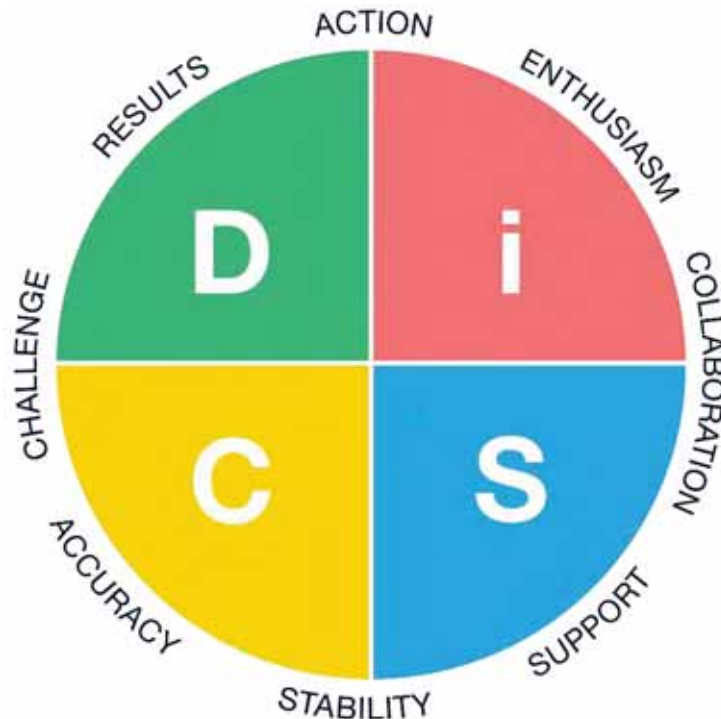
Situational Leadership

- Adapting leadership style based on the development level of an individual
- **RELEVANT TO SPECIFIC TASKS**
- **Consider**
 - What's a time you successfully changed your leadership style based on development level?
 - A time you didn't?



DIVERSITY OF EXPERIENCE AND APTITUDE

DiSC



MYERS BRIGGS

ENFJ Teacher Smooth talking charmer. Very inspiring & motivational. Often charismatic. People leaders & persuaders. Great follow-up skills. Very relationship-oriented. Like to motivate groups.	INFJ Counselor Work is to inspire others to achieve great things. Great insights of human possibilities. Idealist academics. Often professors or offer themselves to a religious order.	INTJ Mastermind If they say they are going to do something, they do it. Likely to be corporate leaders, scientists. Believe everything has room for improvement. Superior planners and visionaries of systems.	ENTJ Field Marshall Very leadership-oriented. Likely to be top executive, business person. Big on making efficiency, effectiveness. Take charge people. Can be over-convincing to some outgoing types.
ENFP Champion Second only to ENFJs for fun. Warm and filled with excitement and optimism. Very enthusiastic and creative. Often teachers, artists, writers. Great need for diversity and change.	INFP Healer Acute sensitivity to others. Different from ISFPs, they try to tackle long term problems. Often psychologists or counselors. Want to save the world and reformers.	INTP Architect Deeply analytical of problems to be solved. Often physicists, scientists. Most kind of types. Critical thinkers.	ENTP Inventor Want one exciting challenge after another. Love to problem solve. Good at analysis, consider themselves full of ingenuity and ideas. Often involved in computer systems analysis, design.
ESFP Performer Number one in fun and enthusiasm. Always make ESFPs to your party. The most generous of all types. Warm, friendly, vibrant people. Excellent at customer service.	ISFP Composer Quietly harmonious with world. Very downing, benevolent. Inclined toward work with people in need. Work to solve problems of the immediate such as homeless, shopping hunger.	ISTP Operator Ready to try anything once. Flashed with the rest of it. Seek excitement. A lot of back and forth they offer. Inclined toward mechanical devices, can take apart & reassemble anything.	ESTP Promoter Excellent speakers. Never far from sales than when taking sales. Great negotiators on the front end. Excellent promotional & entrepreneurial capabilities. If someone else follows through.
ESFJ Provider Hosts & hostesses. Graciousness of this type makes them excellent at entertaining, coordinating. May be teachers, nurses. Very conscious of appearance, should/shouldn't be.	ISFJ Protector A high sense of duty. Upholders of family tradition. Often found in traditional helping professions including nursing, elementary education, etc.	ISTJ Inspector Does what should be done. Masters at comparing practical details and adding missing touches. Tell it done people. Superior administrators. Duty bound & obligated, often military.	ESTJ Supervisor Administrators, workers, givers of strength in community. Local moms, parents, employees. Often promoted to management positions. Dependable, consistent, straightforward.

CHAMPION INNOVATION CULTURE TO ELIMINATE TODAY'S
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INNOVATION CULTURE



How do you explore & champion breakthrough solutions?

Technology is often most successful when it's aimed at solving a problem, not just implemented for the sake of innovation.

INVESTIGATE



**EMPOWER
PIONEERS**



**INVESTIGATE
USER NEEDS**



**IDENTIFY
OPPORTUNITIES**

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IMPLEMENT



**PILOT
SOLUTIONS**



**MEASURE
SUCCESS**



**PIVOT AS
NECESSARY**

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IDENTIFY
OPPORTUNITIES

Consider

- How are you successfully set up to investigate and implement new solutions?
- How are you struggling?
- Can cultural considerations help?

IMPLEMENT



PILOT
SOLUTIONS



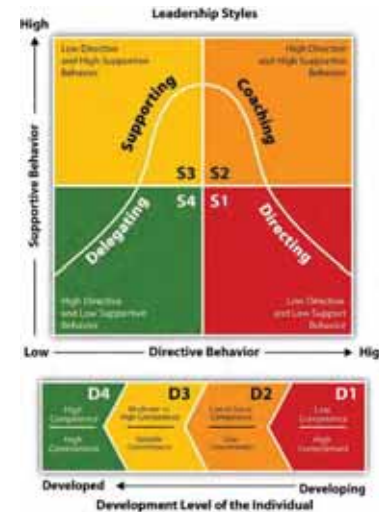
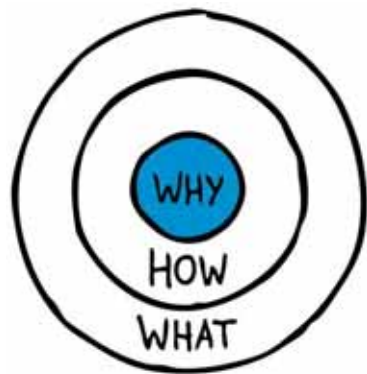
MEASURE
SUCCESS



PIVOT AS
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PIVOT AS
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What's **ONE THING** that you can apply **TODAY**?

Let's talk! Tauhira Ali,
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