PARTNERS IN PROGRESS
ALL IN 2020
CHAMPIONING INNOVATION CULTURE

TAUHIRA ALI
MILWAUKEE TOOL
Today’s Plan

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

What does “culture” mean to you?

But what does this mean?
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

empowered leaders

If you work hard and take ownership, Milwaukee Tool will add to your professional growth. I do my part to further spread the Milwaukee culture of excellence through my leadership. I work to empower leaders of Milwaukee Tool in every way. #EMPLOYED

Maurice Valentine

empowered leaders

empowered leaders

Satisfied, always improving - speed, agility, brand, urgency, end-users, distribution, innovation, influence, emporized leaders - obsessed with high performance, domination, culture of excellence through my leadership.

#NEVER SATHE ALWAY IMPROVING

Maurice Valentine

speed and agility

Milwaukee has taught me that it's not about the job you're doing today but reaching beyond that.

#SPEED AND AGILITY

Maurice Valentine

speed and urgency

Speed and urgency is changing the rules. We respond with speed, agility, and the urgency to deliver the best possible solutions. As a group product manager in the hands tools and storage team, I need to demonstrate these qualities daily.

Samantha Billington

speed and urgency

Derek Robe

obsessed with innovation

obsessed with innovation

A working on a challenging technical problem to arrive at a successful solution is one of the qualities that drive me to the engineering field. I was younger and was something. I am pleased to have the opportunity to work on daily at Milwaukee Tool.

#OBSSESS WITH INNOVATION

Samantha Billington

obsessed with innovation

I am keen to have the opportunity to work on daily at Milwaukee Tool.

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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*?
What's your WHY?
What causes so many different why motivators?

AGE
REGION
TRADE
DIVERSITY
GENDER
ETHNICITY
EXPERIENCE
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?

**DIVERSITY**

- AGE
- REGION
- TRADE
- GENDER
- ETHNICITY
- EXPERIENCE
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**
- **D** - Dominant
- **i** - Influential
- **C** - Colleger
- **S** - Steadfast

**MYERS BRIGGS**
- **ENFJ** - Teacher
  - Enthusiastic, creative, magnetic, and idealistic.
- **INFJ** - Counselor
  - Insightful, perceptive, and imaginative.
- **INTJ** - Mastermind
  - Rational, logical, and analytical.
- **ENTJ** - Field Marshal
  - Direct, authoritative, and determined.
- **ENFP** - Champion
  - Enthusiastic, passionate, and expressive.
- **INFP** - Healer
  - Intuitive, reflective, and empathetic.
- **INTP** - Architect
  - Analytical, curious, and creative.
- **ENTP** - Inventor
  - Innovative, strategic, and logical.
- **ESFP** - Performer
  - Extroverted, social, and spontaneous.
- **ISFP** - Composer
  - Intuitive, sensitive, and artistic.
- **ISTP** - Operator
  - Practical, analytical, and no-nonsense.
- **ESTP** - Promoter
  - Action-oriented, energetic, and enthusiastic.
- **ESFJ** - Provider
  - Extroverted, supportive, and traditional.
- **ISFJ** - Protector
  - Intuitive, caring, and dutiful.
- **ISTJ** - Inspector
  - Diligent, methodical, and reliable.
- **ESTJ** - Supervisor
  - Direct, logical, and organized.

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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
How do you explore & champion breakthrough solutions?

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IMPLEMENT

PILOT SOLUTIONS

MEASURE SUCCESS

PIVOT AS NECESSARY
CHAMPION INNOVATION CULTURE TO ELIMINATE TODAY’S CHALLENGES AND EXPLORE TOMORROW’S OPPORTUNITIES

INVESTIGATE

- EMPOWER PIONEERS
- INVESTIGATE USER NEEDS
- IDENTIFY OPPORTUNITIES

IMPLEMENT

- PILOT SOLUTIONS
- MEASURE SUCCESS
- PIVOT AS NECESSARY

Consider

- How are you successfully set up to investigate and implement new solutions?
- How are you struggling?
- Can cultural considerations help?
CHAMPION INNOVATION CULTURE TO ELIMINATE TODAY’S CHALLENGES AND EXPLORE TOMORROW’S OPPORTUNITIES

What’s ONE THING that you can apply TODAY?

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