

Setting Goals, Creating Engagement in a Changing World



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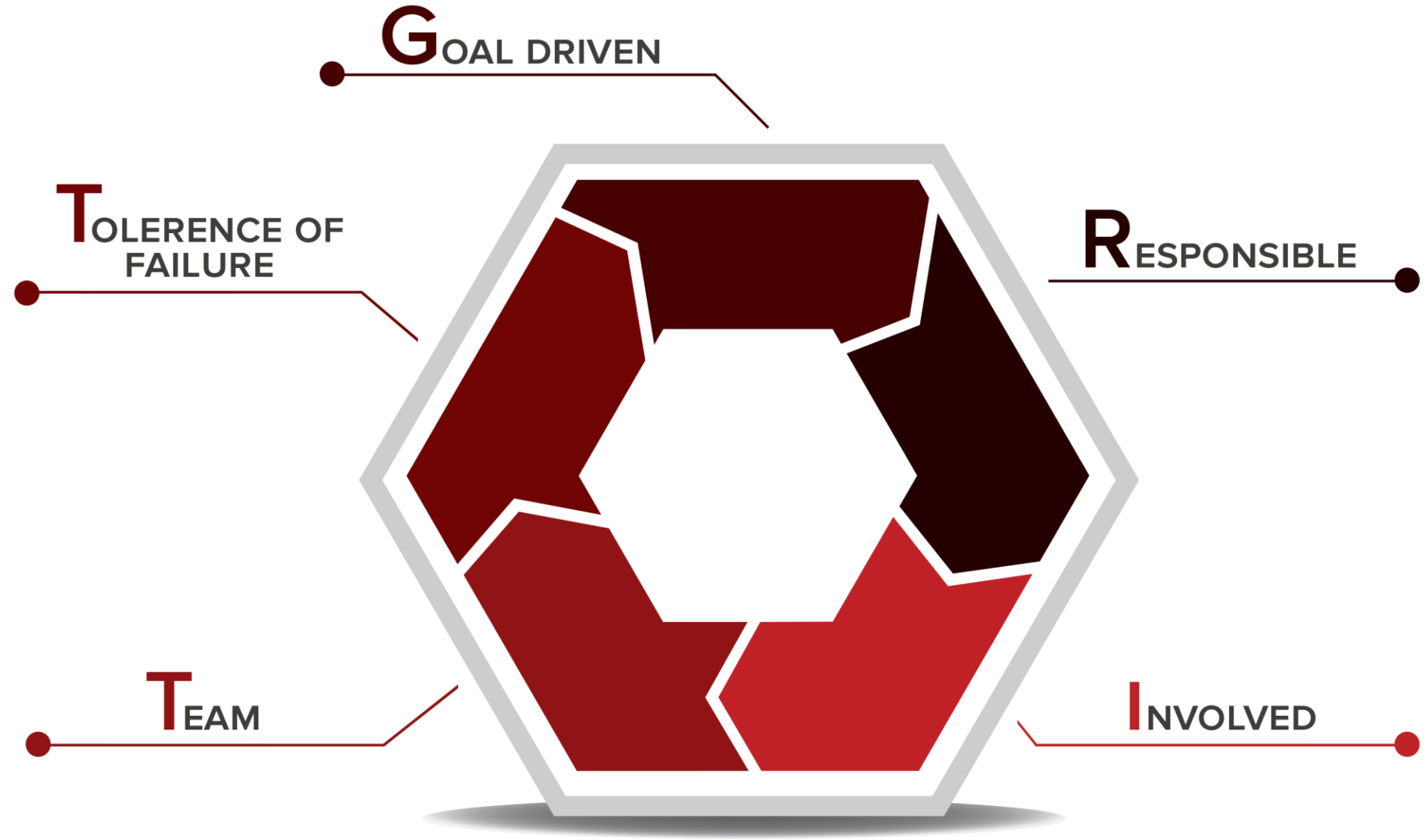
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To receive CE credit ensure that:

1. you are logged into the virtual conference under your own name.
2. you have signed in to collect CE via the NCEO's google form
3. you answer the required polling questions during this session

Have questions? Contact eventhelp@nceo.org.







Strategy

- Strategic Planning
- Mission/Vision/Core Values

Alignment

- GRITTrac™
- CEO Checklist

The vision to see the bigger picture while staying focused on the little steps it takes to climb any mountain.



Self Awareness

- Culture Index
- Kolbe
- StrengthFinders

Elevated Training

- Player Coach Leadership
- H3

*Taking ownership for your
behavior in any relationship or
event!*



Metrics & Scoreboards

- Company Financial Review
- KPIs

Culture

- eNPS
- Wisdom of the Crowd

Open Book Management

- Poorcasting to Forecasting
- Intensive Huddle System

To have a growth mindset you must be involved and nurture the involvement of all team members.



Gamification

- Keeping Score with GRITT
- Profit & Cash®
- Sprints
- Goal Setting Training

Elevated Teams

- Financial Literacy
- PERMA
- Transparency

Egos must be put aside. Decisions should be made and actions should be taken with the team



Open Book Leadership

- CEO Playbook
- Tolerance of Failure Training

Individually and collectively there must be a culture focused on success at the same time having an understanding that growth also involves some failures.



 **NOVASPECT**



OWN THE RESULTS

Being accountable for personal, team, and company performance.



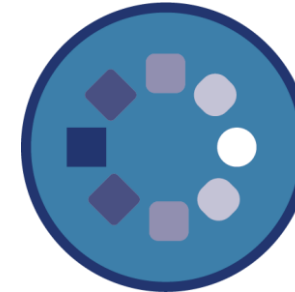
CANDOR

Speaking up with new ideas, asking for information, and speaking honestly to one another.



TEAMWORK

All reaching across boundaries to get the job done together.



EVOLVE

Challenging the status quo to be relevant, innovative, and competitive.



PASSION

Striving to make a positive impact on our customers, company, employee owners, and partners.



CUSTOMERS

How does this decision impact our customers and our ability to serve them?



COMPANY

How does this decision impact our ability to achieve operational excellence?



EMPLOYEE OWNERS

How does this decision impact our employee owners and their ability to fulfill their responsibilities?



PARTNERS

How does this decision impact our relationship with Emerson and other principals?



Trusting

Having a trusting environment means no fear of rejection or negative outcomes when **sharing** feedback, ideas, or concerns. We listen to each other and focus our time on important issues. We build trust based relationships to understand each other as individuals on a deeper level.

Connected

Having a connected environment means enabling owners to be fully absorbed by their work. We are enthusiastic to take positive actions that further Novaspect's interests. When an owner commits, the organization engages with them and both individual and organization excel.



Ownership

Being ownership-driven means each person is empowered to think and act like an owner. We take responsibility for good and bad decisions alike and own the results of the organization.

Performance

Being performance-driven is understanding what is expected of you in your role and delivering those results. Essential in a performance based environment is the expectation of holding yourself and peers accountable.



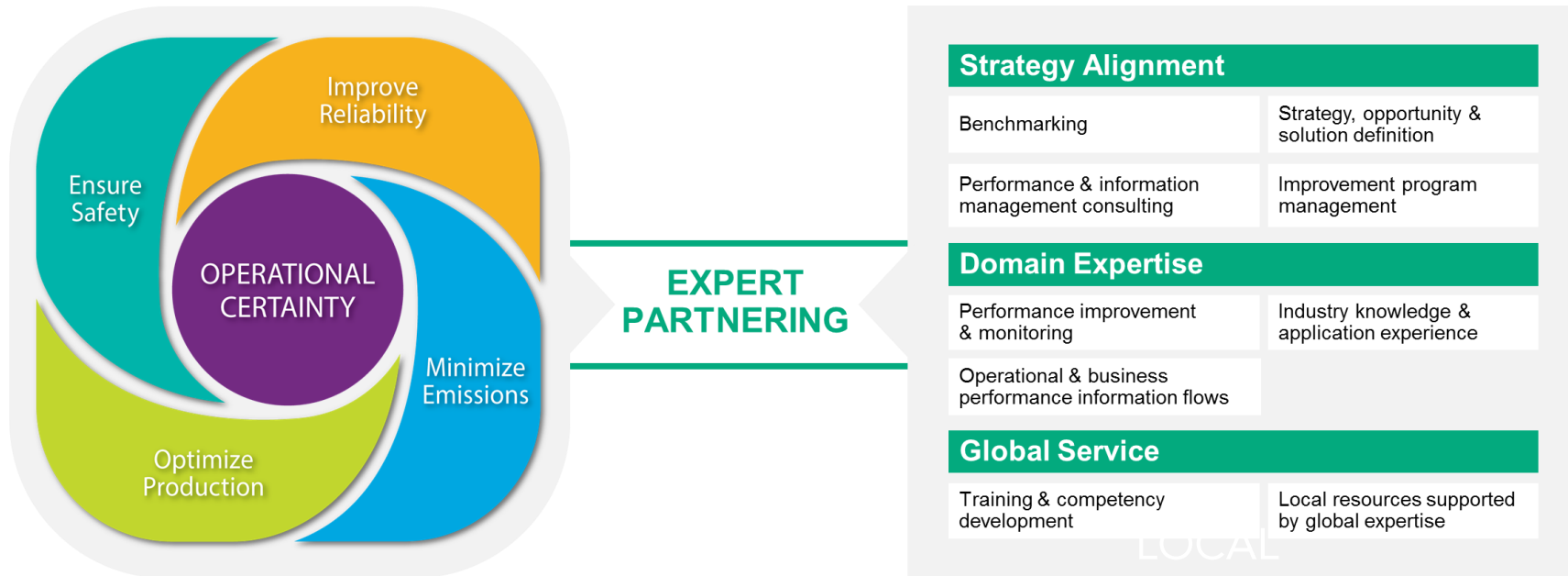
Our strategy is to attain our EBITDA target by applying operational certainty to deliver innovative solutions that improve our customers' results. We will continue to invest in resources to achieve operational excellence, grow expertise, and provide a positive experience for our customers and employees.

Cross-Functional Consulting Expertise

Consistent Methodologies

Defined Performance Benchmarking

Digital Ecosystem



Taking the Identity and turning it into our goals

2019 Strategic Plan

OUR IMPACT

We will increase the success and sustainability of our customer's operations in our local communities.
 We will create financial stability for our employee owners



THE STRATEGY WE WILL EXECUTE

Our objective is to attain our EBITDA target by delivering our portfolio of innovative solutions to improve customers' business results. We will focus on implementing operational certainty at targeted competitive and existing accounts. We will continue to invest in resources to achieve operational excellence, grow expertise, and provide a positive experience for our customers and employees.

Critical Strategic Themes

Building Trust

Impact

Diving into the Impact goal

Strategic Theme - Impact	
Strategic Objective	Critical Initiatives
Customer Success - Ryan	Personal Impact/Importance Everyday Wins
Local Sustainability - Kelly	Quarterly Event Customer Community Event BU Sponsored Events - department specific
Financial Stability - Amy	ESOP Education UBS Education Novaspect Contributions

We want to hear from you!

Thank you for attending this session.

Complete the session evaluation via the button on your screen.

Your feedback is greatly appreciated.



Questions?



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