

Volume 13, Issue 31 ☐ July 31, 2006*Important Dates to add to your calendar...*

- ☐ **Aug 16th, 11:30-7:00 HPM Board Meeting.** Host: Doon Valley Golf Club. Pls RSVP to Scott or Nicole
- ☐ **Sep 19th, SIG – IT Roundtable.** Host: Gerrie Electric, Brantford. Send Agenda items of interest to Russ Deacon at rdeacon@hammondpowersolutions.com
- ☐ **Oct 11th, 12:00-3:30 HPM GMT Meeting.** Host: COM DEV Space, Cambridge
- ☐ **Nov 22nd, 11:30-5:00 HPM Board Meeting.** Host: Gerrie Electric, Burlington
- ☐ **Nov 29th, 8:30-4:30 HPM Share Showcase –** See the diversity & harvest innovative ideas from each HPM'er.

Team Members Learn What They Live

*Some summer considerations from...
Jim Clemmer... Check out www.clemmer.net for a superb free newsletter for Leaders at all levels*

*If a team member lives with fear,
He learns to avoid risk-taking.*

*If a team member lives with power,
She learns to resist change.*

*If a team member lives with mistrust,
He learns to be suspicious*

*If a team member lives with control,
She learns how to beat the rules.*

*If a team member lives with small expectations,
He learns to have a limited horizon.*

*If a team member lives strictly within reality,
She learns to focus only on what is.*

*If a team member lives with leadership,
He learns how to take initiative.*

*If a team member lives with inspiring visions,
She learns how to climb out of reality ruts.*

*If a team member lives with core values,
He learns how to set priorities.*

*If a team member lives with meaningful purpose,
She learns how to tap into a deeper energy*

*If a team member lives with growth and learning,
He learns how to manage change.*

*If a team member lives with participation,
She learns how to be a valued partner.*

*If a team member lives with emotional Intelligence,
He learns how to be a leader.*

"The great thing in this world is not so much where we are, but in what direction we are moving."

Oliver Wendell Holmes 1809-1894

New HPM Board Meeting Format Struck – Will Begin August 16th Doon Valley Golf Course - Kitchener

HPM's new President, **Scott Smith** and the members of the **General Management Team (GMT)** have drafted a new Board meeting format to ensure that continuing value is delivered to members for the time invested.

During the 15 years of existence there has never been a cancelled meeting due to lack of a quorum – in fact, attendance has always been exceptionally high. This has been due to the **constant demand for value to be delivered to the very busy Board members**, and for the coming year, Scott and the GMT have confirmed the following format – a format whose objective is to provide **continuing learning opportunities**.

New Board Format for 2006

- ✓ **Round table** – Current Business Levels & Trends
- ✓ **Leveraging** – Presentation of business issue / problem by Member Company - with feedback & direction from board members on the issue. At the Aug. 16th meeting **Multilin will provide a synopsis of a current process application** and seek Board Member leverage from their direct feedback for improvement.
- ✓ **Education** – This component will deliver a topic via a speaker or visit that will educate members in new processes or technology applications. On October 16th **Mancor's president, Art Church**, will present his well received Keynote on Leadership that he delivered at the Kitchener Conference to a standing room only audience. [Dr. Jayson Myers will provide his economic perspective at the November 22nd Board Meeting]
- ✓ **Critical GMT updates**

Competitive Success: It Starts at the Top

HPM's Board Meeting at the Kitchener Doon Valley Golf Course will feature Art Church's high impact keynote to a standing room audience at the Kitchener Conference

HPM Members have a treat coming on **August 16th**. You will have a chance to hear Mancor's President and CEO, Art Church, present the outstanding keynote which he

delivered to a packed plenary session at the Kitchener Conference in June. And it indeed raised interest! Judging from the intensity of the questions, and the crowd of folks who followed Art pleading for his slides, he struck many nerves in a very positive way.

HPM'ers might bring along folks from their companies who would appreciate Art's 'lessons in leadership for 2006'. The title says it well... **"Competitive Success: it starts at the top."** ... A very clear and concise message.

To entice HPM Members, here are some of the elements that the Kitchener packed house enjoyed – several inspiring some critical self-analysis. Here are a few of them:

- "Blame it on yourself First"
- "Strategic" & "Stupid" begin with the same letter
- China - "You can't outrun a bear in the woods"
- Training and the "Value Equation"
- The Certification Trap
- Apply Lean to Management!!
- Lets play "Follow the Leader"

And for members, who have not looked at Mancor's Vision and Mission recently, here is their take on these tools which help aligns and drive their company.

Here is Mancor's Vision... or 'future desired state': **TO:**

1. **Be Best-in-Class:**
 - ◆ Quality, Delivery, Price, Safety, Speed, Attitude
2. **Profitably Grow Mancor**
 - ◆ Add volume for current customers
 - ◆ Add new customers
3. **Be a Conservative & Safe Company:**
 - ◆ Diversified customer base
 - ◆ Debt free
 - ◆ Financially capable customers
4. **Have Fun:**
 - ◆ Have the right customers, employees & action plans

Coupled with this is their Mission – which is a declaration of how they will behave on their way to achieving their Vision.

Here is Mancor's Mission:

"To help our customers be more profitable and successful and in the process become more successful and profitable ourselves."

All HPM Members are asked to RSVP to Nicole to confirm their attendance and the number of folks they will be bringing with them.

"When a BlackBerry has been in use for many years does it become an ElderBerry?"

W. Clements

Here's a Special Deal For HPM Leaders Who Can Make Use of it - limited to 15 Canadian Mfg. leaders

The Deal: By attending the "Best Practices Mission" to the UK Sept. 17 to 22 you will be joining 14 other Mfg. leaders trying to make sense of the rate of change demanded to stay competitive in a world where your very best customer is only one mouse-click away from your very toughest competitor. With such a mindset – it should be no surprise that participating in these unique lean-oriented fact-finding missions for practitioners has paid off. In fact, the rule of thumb has been to establish a target of bringing back to your company ideas and solutions that are worth **more than ten times the cost of your participation.**

These tours have yielded the benefits that come from seeing some of the best companies in the UK do what you do in many cases – but do it quite differently. It is a means of learning from some of the best. But there is more to it than that. **Bob Kerr** and your Update Editor have been on several of these and watched almost every company return to Canada feeling they got a return of 10 times the value it cost them to be away for the week with all costs included.

On this Mission, Bob Kerr will be assisting folks in understanding what they are seeing -- as well as exchanging insights with you, as the mission tours each of the companies involved.

While this may not for every member - check out the companies to be visited – and don't hesitate to call **Jon Fenwick, the Executive Director of the Innovation Insights program** funded by the National Research Council and administered by the Canadian Manufacturers and Exporters. For the full details on this opportunity visit www.tvp-ii.org By the way, your editor would love to be there but will be helping with the AME Dallas Conference which I know some of you are attending.

There is a small number of those 15 seats available – but first check out the companies to be seen at the website above. The tour is intensive – but Jon is very creative and skilled at bringing into the tour opportunities to understand the local culture... a critical part you don't get with other missions/tours. Today we realize that knowledge of the culture from which an idea came is essential as ignoring it can have a negative impact on your ability to implement it in your world.