





What we do?

Distribution, Packaging and Vendor Managed Inventory Services of Industrial/Specialty Supplies such as Adhesives, Sealants, Paint and Composite Manufacturing Materials for the Aerospace and Composite Structure Industries.















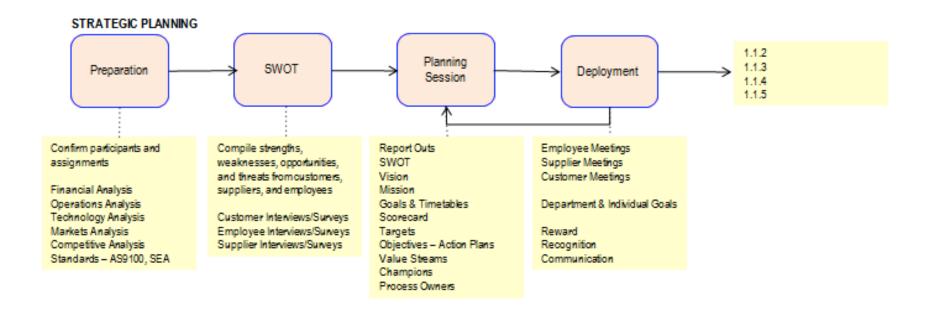
1.1.1 - Strategic Planning

- How do your senior leaders accomplish strategic planning?
- What are the key process steps and who are the participants?
- How do you ensure that the process addresses strengths, weaknesses, opportunities, and threats; major shifts in technology, markets, and competition?
- What are your key strategic goals, measureable targets, and timetables?
- How are goals and metrics deployed throughout the organization?



1.1.1 Strategic Planning

Purpose: to define and deploy the most important strategic priorities to drive performance improvement.



1.1.1 Strategic Planning Process – How does your organization accomplish its strategic planning? What are the key process steps and who are the participants? How do you ensure that the process addresses strengths, weaknesses, opportunities, and threats; major shifts in technology, markets, and competition? How are standards such as AS9100 integrated into the planning process? What are your key strategic goals and timetables?



- Adopted "Gazelles" One-Page Strategic Plan.
- Gazelles was founded by Verne Harnish in 1996 (Author of: Mastering the Rockefeller Habits)





Gazelles
Increasing the Value of Fast Growth Companies.

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Organization Name			
Your Name			
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Date			

One-Page Strategic Plan

PURPOSE (why) Future Date Revenues Revenues Revenues Profit Profix Profix Occas Margin Cash Ar Days Inv. Days Rev/Emp. Key Thrusts/Capabilities 3 - 5 Year Priorities Inv. Days Rev/Emp. Check boxes above after assigning accountability KPIs/Smart Numbers Future Date Revenues Yr Ending Revenues Revenues Revenues Revenues Profit Profix Profix Profix Profix Rev/Emp. Key Thrusts/Capabilities Annual Priorities Inv. Days Rev/Emp. Key Initiatives Annual Priorities Inv. Days Rev/Emp.	CORE VALUES/BELIEFS (Should/Shouldn't)	Actions To Live Values, Purpose,	TARGETS (3-5 YRS.) (Where)	GOALS (1 YR.) (What)
BHAG Brand Promise / Overt Benefit 1 or 2 Critical #s		2 3 4 Check boxes above after assigning	Revenues Profit Mkt. Cap Sandbax Key Thrusts/Capabilities 3 - 5 Year Priorities 1 2 3 4 5 KPIs/Smart Numbers Brand Promise /	Revenues Profu(EBITDA) MRt Cap Gross Margin Cash A.R. Days Inv. Days Rev/Emp. Key Initiatives Avenual Priorities 1 2 3

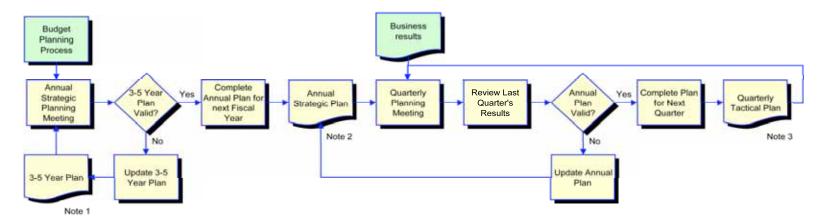
Opportunities to exceed plan	Threats to making plan
1	1
2	2
3	3
4	4
5	5

ACTIONS (QTR) (How)	THEME (QTR/ANNUAL)	YOUR ACCOUNTABILITY (Who/When)
Qtr.	Deadline Measurable Target/Critical#	Your Quarterly Priorities Due
Revenues	Meastrable rarget Critical=	[1]
Gross Profit		
Mkt. Cap		2
Gross Margin		-
EBITDA	Theme Name	
A/R Days		3
Inv. Days		
Rev/Emp.		
Rocks		[4]
Quarterly Priorities		
	Scoreboard Design	5
1	Describe and/or sketch your	'
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1 or 2 Critical #s		
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Note 1: This includes defining Core Values/Beliefs, Purpose of business, Actions to fulfill purpose/values/beliefs, BHAG, 3-5 Year Targets, Key Thrusts/ Capabilities (3-5 year priorities), KPI's and Brand Promise.

Note 2: Goals for one year, Financial plan, Key Initiatives (1 year), 1 or 2 Critical Numbers to focus on, SWOT analysis. Annual Theme

Note 3: Quarterly Financial Plan, Quarterly Priorities (Rocks – To support annual priorities), 1-2 Critical Numbers, Quarterly Theme, Celebration Reward, Quarterly Accountabilities.



Things We Did Right

- Starting FY2007 Year to Year double digit growth!
- → FY2011 26% Growth
- Incorporated the "Rocks" concept through entire management team.
- Regular open communications of all numbers with the employees: Quarterly company meetings, monthly KPI updates.



Things We Learned

- Having an outside "coach" helps.
- → Employees will ask you tough questions; Answer them to the best of your ability.
- Many of internal KPI's are not important to the customer, except for:
 - Cost, cost, cost!
 - → OTD
 - 100% Quality Performance



Questions

Thank you

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http://www.gazelles.com/strategy-onepagestrategic-plan.html