

# Leadership Panel Presentation



**GRACO SUPPLY &  
INTEGRATED  
SERVICES**

**1.1.1 Strategic Planning**



## GRACO SUPPLY & INTEGRATED SERVICES

### 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.



Accelerating Supply Chain Performance



## 1.1.1 – Strategic Planning

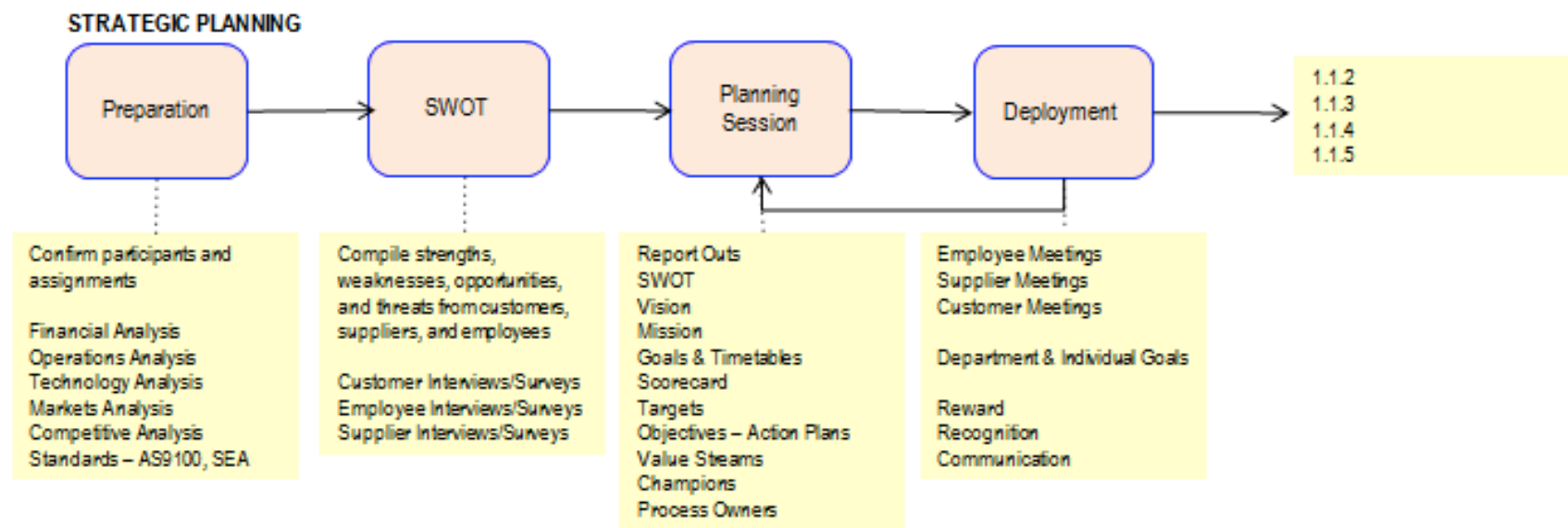
- ✈ How do your senior leaders accomplish strategic planning?
- ✈ What are the key process steps and who are the participants?
- ✈ How do you ensure that the process addresses strengths, weaknesses, opportunities, and threats; major shifts in technology, markets, and competition?
- ✈ What are your key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



# GRACO SUPPLY & INTEGRATED SERVICES

## 1.1.1 Strategic Planning

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

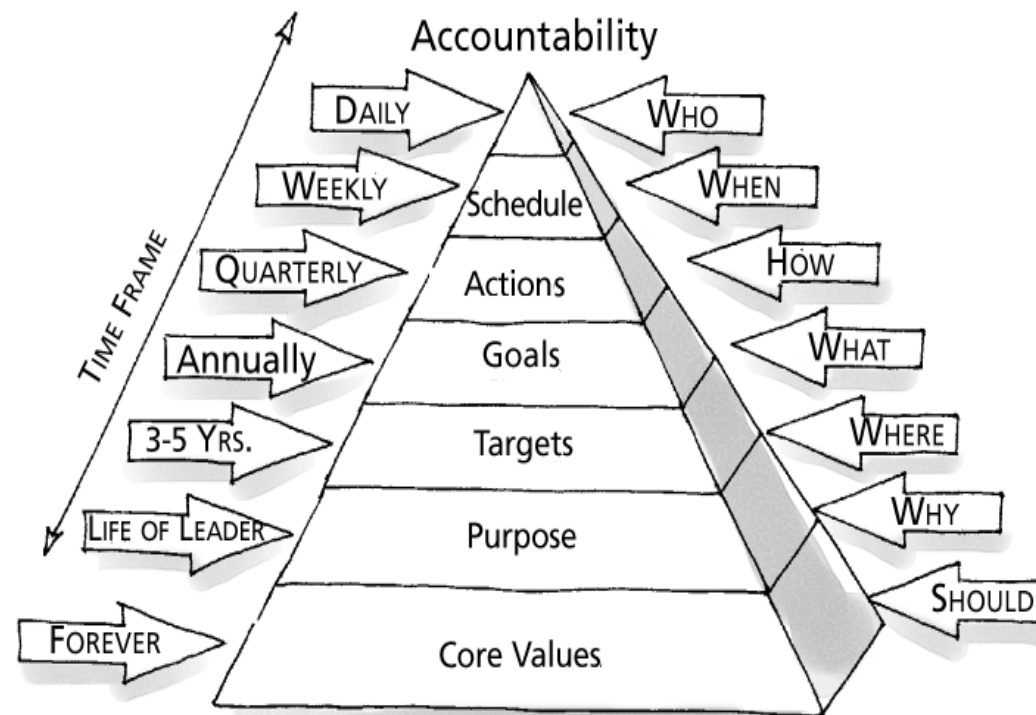


1.1.1 Strategic Planning Process – How does your organization accomplish its strategic planning? What are the key process steps and who are the participants? How do you ensure that the process addresses strengths, weaknesses, opportunities, and threats; major shifts in technology, markets, and competition?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



## GRACO SUPPLY & INTEGRATED SERVICES

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

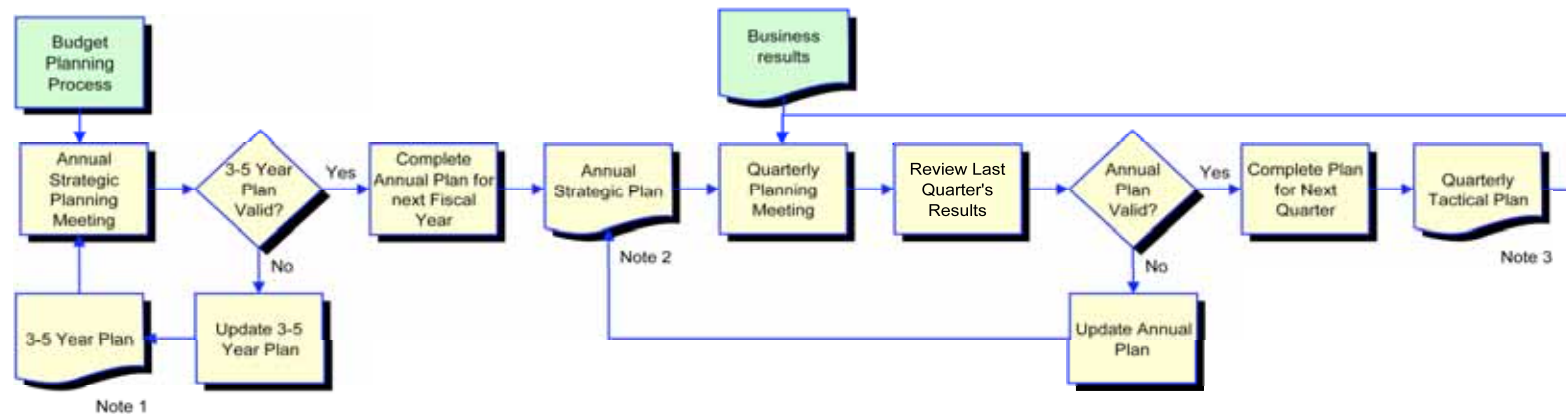








## GRACO SUPPLY & INTEGRATED SERVICES



**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

Tim Holland, CEO/President

[tholland@gracosupply.com](mailto:tholland@gracosupply.com)

Mobile: (972) 679-0359

Company Main: (817) 535-3200

<http://www.gazelles.com/strategy-onepage-strategic-plan.html>