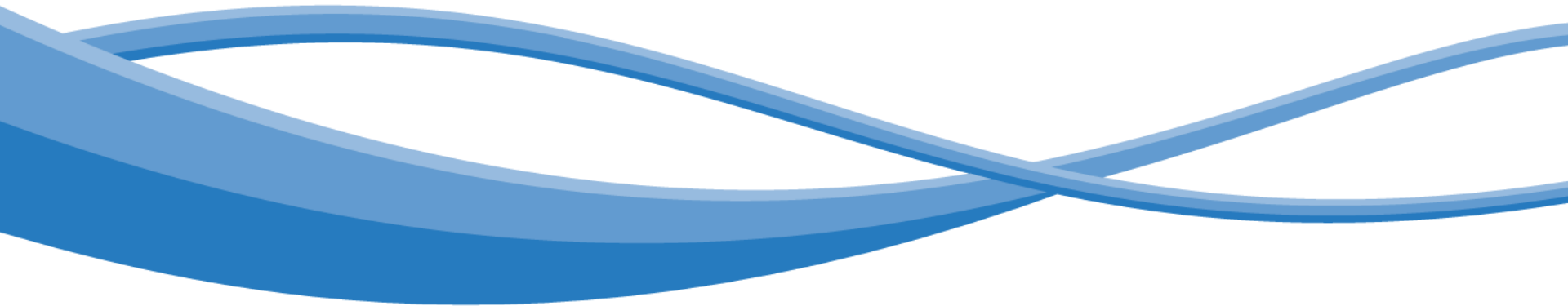


Teeing Up the Breakouts...

2013 Recap and How Will We Use Lean?

Jim Little, Haley & Aldrich



Why are we here?

- Bring together industry leaders and leading experts from across North America in the automotive industry, academia, and government to collaboratively explore opportunities to accelerate innovation to drive economic and environmental value. Summit participants will:
 - **Engage** with a cross section of industry leaders from across the North American automotive supply chain in *interactive* working sessions
 - *Collaboratively* **develop, explore and examine** potential strategies and solutions to shared business challenges
 - **Gain awareness** of *unique perspectives* and approaches, and important gaps and opportunities to be addressed related to sustainable innovation.

2013 Summit Recap



- Session 1: Innovation Purpose and Benefits
- Session 2: Innovation Obstacles and Benefits
- Sessions 3: Improvement Ideas
- Closing and Top Takeaways

Top Summit Working Group Recommendations

Building the Business Climate

- 1) Establish a budgets specifically for innovation
- 2) Develop a standardized business case for sustainability initiatives
- 3) Create a process for risk related to new innovation to be shared among OEMs, or 3rd party that would assume the risk
- 4) Develop an innovation matchmaking initiative that would connect government programs and private investment with innovation and entrepreneurs.

Top Summit Working Group Recommendations

Enabling Innovation

- 1) Create innovation committees to break organizational silos
- 2) Align innovation and sustainability strategy
- 3) Create a Chief Innovation Officer (CIO)
- 4) Develop collaborative supplier partnerships to drive innovation
- 5) Use economic metrics to drive sustainability
- 6) Incorporate age diversity upon introducing new technology

Top Summit Working Group Recommendations

Securing the Talent Pipeline

- 1) Hire like Google (place value on leadership and “how you think”)
- 2) Develop programs to improve the perception of manufacturing industry in North America
- 3) Address theoretical versus practical knowledge in new employees
- 4) Partner with academic institutions in education and mentoring programs on sustainability and innovation.

SP's 2014 Invitation Sets High Expectations...

“interactive, participant driven event”

“collaboratively develop, explore and examine”

“gain awareness of unique perspectives”

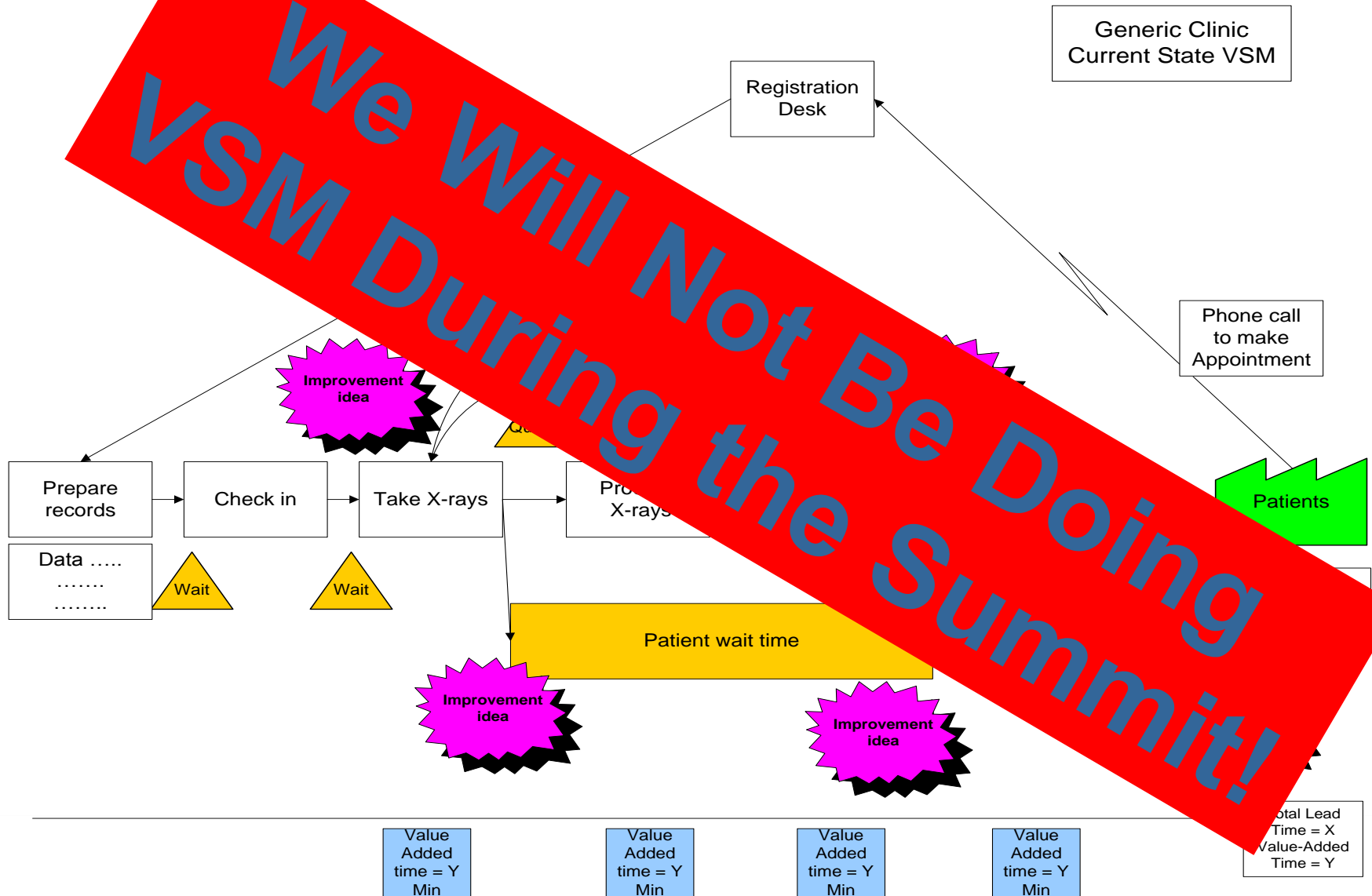
“collectively work together to identify opportunities”

“As a participant, you collaborate, create and are a strategic partner in our mutual success.”



**We make this
happen with a
Facilitated Lean
Approach**

Example Value Stream Map; Going to the doctor



Lean helps us Engage: See, Understand and Act Together



Lean Approach?

Increase Value
Reduce Waste
Respect People



Today we will *work together* to apply your knowledge to understand what's important, see obstacles/barriers/waste and identify the best opportunities to minimize risk & increase success.

Each person is an “expert”

By engaging people from different perspectives, we can:



- Show respect
- Understand value
- Learn about pain points
- Share and create knowledge
- Find hidden resources
- Begin to envision our future state
- Create ownership and consensus
- Develop problem solvers

Haley & Aldrich is Here After Following our Own Path of Innovation



Company Charter



Serving the Built Environment
Life Cycle since 1957

Our Vision

"Be the company most sought after to integrate technology and human potential to tackle tough issues facing the world."

Core Purpose

"To be a rewarding work community where talented people seek to make a better world."

Our Envisioned Future

What we will look like when we achieve our Vision

Serving Our Community

- Our community is a richly connected network of extraordinary people and organizations.
- Our staff are fully empowered, impassioned and actively engaged in personal and organizational growth. They are enabled by world-class staff and leadership development programs, and by collaborative, intergenerational, and shared management and leadership.
- Our community includes a rich diversity of disciplines, backgrounds and perspectives, which fuel our creativity.
- We embrace experimentation to achieve innovation and effect dramatic change in the world.
- Growth, learning and profit provide abundant opportunities for staff and those we serve.
- We control our own destiny by remaining privately held and financially sound.
- Our families are part of our community, motivating our desire for a better future.

Core Values

- **Safety** – in everything we do and in the environments we share responsibility for building.
- **Honesty, integrity and personal responsibility** – the foundation of who we are.
- **Professional excellence** – we are a learning organization committed to leading our industry in creating the highest possible value.
- **Creating potential through people** – we invest in our staff and the enduring relationships they build with our clients, consultants and communities.
- **Wise stewardship** – thoughtful, sustainable use of economic, social and natural resources.

Serving Our Clients

- We are pursued by and select clients who enable our collective potential in building a better world.
- Our clients achieve results far beyond what they could have imagined, in ways that contribute to their own organizational success, and to the larger good.

Making a Better World

- We leverage the potential of our community and technology in new and adaptive ways, using our emerging knowledge and competencies in building opportunities for our business.
- We are a pre-eminent source of learning and technology, and our dominant influence is evident and acknowledged in public, private and business communities.



Underground &
Environmental
Engineering



Remediation
Design &
Construction



Regulatory
Compliance &
Site Closure



Lean,
Sustainability,
Specialty Services



Critical Success Factors
How we measure our
Progress Towards Our Vision

The “Why” Elements of Our Charter:

Core Purpose and Vision

- **Core Purpose:** *Be a rewarding work community where talented people seek to make a better world*
- **Vision:** *Be the Company most sought after to integrate technology and human potential to tackle tough issues facing the world*

This is why we are here today – to both help you tackle tough issues and provide a rewarding experience for talented staff

Haley & Aldrich Team



Jim Little
Lean “Floater”



Lisa Turturro
Lean Facilitator



Kelly Meade
Lean Facilitator



Christine Horch
Asst Facilitator



Keith Aragona
Asst Facilitator



Mark Jackson
New Guy

Engagement is our Primary Objective

- Sessions will include whole group, small group, individual and pair exercises.
- Several Lean Tools will be used throughout the day to capture results and make the process visible to all.
- Participants Do The Work – You will record, report, select and prioritize.
- “Leadership Roles” will rotate.
- We want each of you to leave with something of value to you – such as a new idea, connection, or action.





Logistics

