



Manufacturing a New Future: Moving from 2020 Crisis to 2021 Opportunity

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Performance Solutions
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6 Essential Strategies - the 6C's



Care

Do Good,
Be Kind



Coach

From the
Back



Consolidate

Do the
Basics
Brilliantly



Compress

Learn Fast,
Solve
Simply



Collaborate

Share the
Load



Celebrate

Loyalty and
Commitment

Do Good, Be Kind

- Communication is everything
- Recognize that stress and anxiety are at unprecedented levels
- Remember your core values
- Ensure physical and psychological safety
- Give people the space and opportunity to discuss their problems



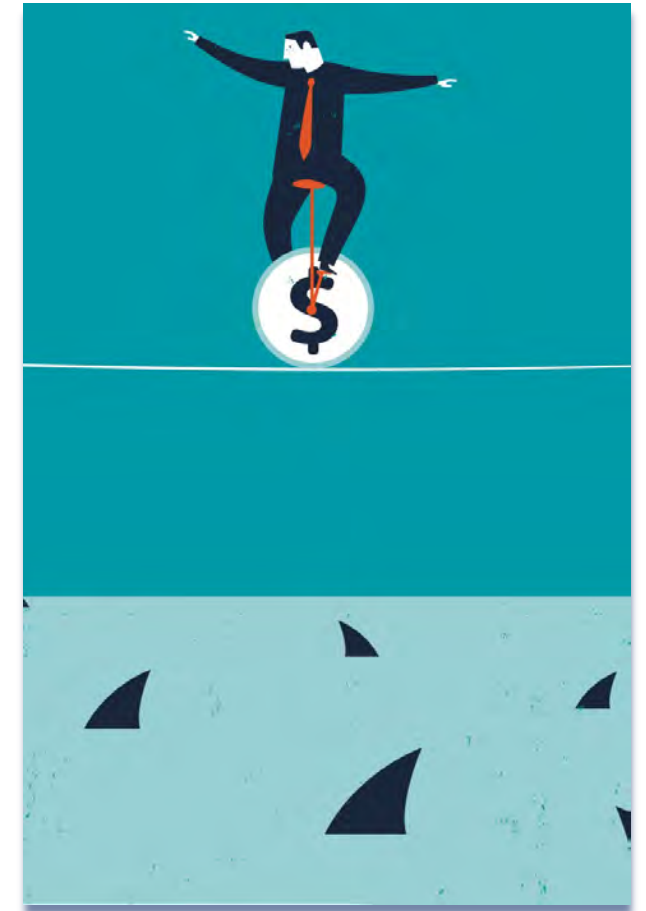
From the Back

- Don't tell people what to do
- Demonstrate trust
- Allow employees to manage their daily routines
- Coach and encourage excellence

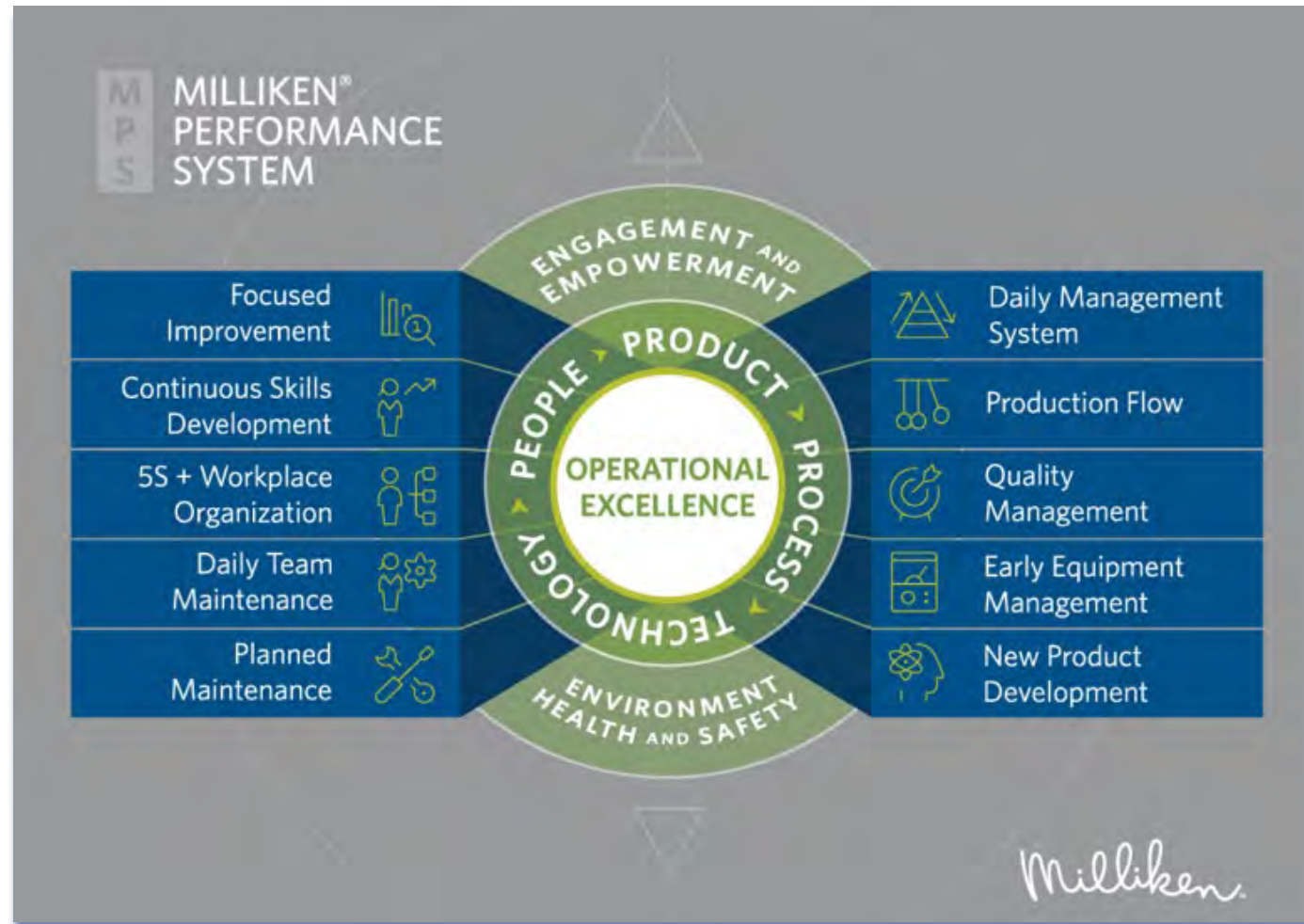


Do the Basics Brilliantly

- Stick to the basics
- Focus on the standards we already know work:
 - Health and Safety standards
 - Equipment settings, maintenance and care
 - Product quality
 - Waste minimization
 - Data and document accuracy
- When in the fog, move forward one step at a time



Milliken Performance System



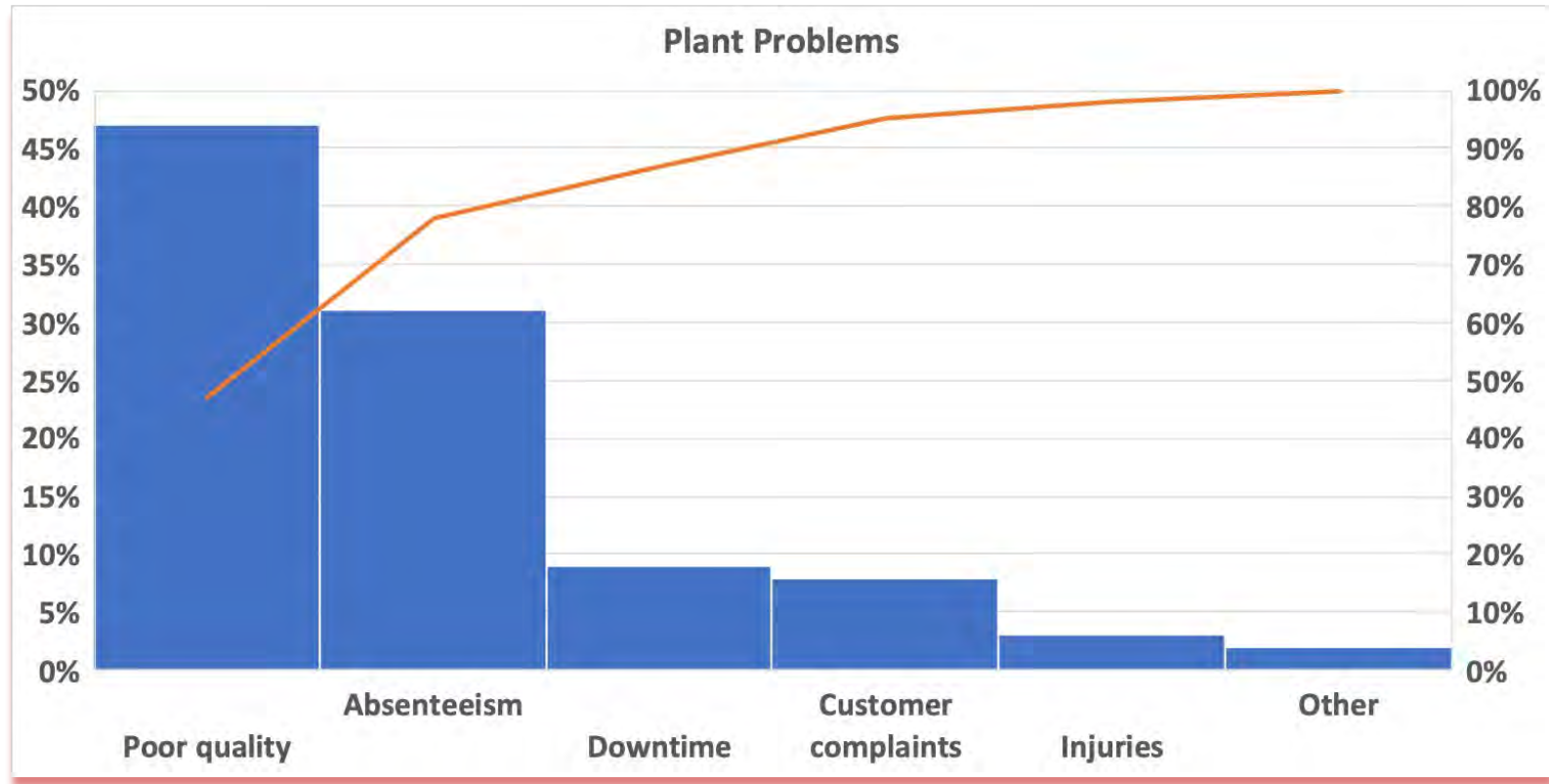
4) Compress

Learn Fast, Solve Simply

- Resist the temptation to tackle too much
- Small steps forward in areas of greatest need
- Improve priority areas with short bursts of improvement activities.
- Make the plan and every project in it highly visible to all



Prioritize with Pareto



5) Collaborate

Share the Load

- Form stronger bonds between functions
- Give associates the opportunities to get involved
- Invest time in expanding associate capabilities and flexibility
- Leverage your relationships - internal and external networks



Continuous Skills Development

1. Document knowledge required for each critical position
2. Establish standard work procedures for positions
3. Give associates knowledge they need to adhere to the standards
4. Regularly monitor work to ensure standards are followed.



6) Celebrate

Loyalty and Commitment

- Nurture the celebration of 'greens'
- Celebrate overcoming the 'reds'
- Call out the unsung heroes
- Thank you



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