



140

**You have the
power to
shape our
future.**

SHINE THE LIGHT!

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Business Advisor, Leadership Coach & Motivational Speaker

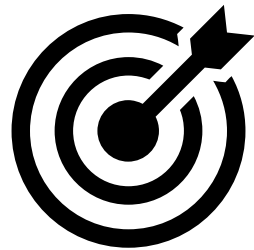




Experience & Results



2-3X Revenue Growth
Up to 200% Profit Margin Improvement



24-70% improvement



Deliver at 100%

Honeywell

IR Ingersoll Rand

wim™ | women in manufacturing




Executive Operations & Continuous Improvement Leader focused on..



Moving Mountains

**or manufacturing
Sites and Products**



The background is a dark, textured surface with a complex pattern of thin, light-colored lines and numerous small, colorful speckles in shades of red, blue, and green. The overall effect is reminiscent of a microscopic view or a dense, abstract forest floor.

**To achieve
the next level of success,
you have to...**

A misty forest path with sunlight filtering through the trees and vibrant autumn foliage. The scene is serene and atmospheric, with tall, slender trees lining a path covered in fallen leaves. The light is warm and golden, creating a magical glow. The text 'SHINE THE' is written in large, white, bold, sans-serif capital letters across the top of the image.

SHINE THE

LIGHT!

SHINJUKU



LEGIT

YOUR RECIPE FOR



SUCCESS

YOUR

EXCELLENCE



CLARITY OF DIRECTION

IEEE TEMS Vision is
“to be the premier source
of essential management
& leadership knowledge.”

IEEE TEMS Mission is
“to advance, enhance and
improve essential
management and
leadership knowledge and
skills of IEEE members.”



EFFECTIVE LEADERSHIP

requires

Leadership values

We ACT On Our Core Values



Integrity

Always act with steadfast integrity, especially when nobody's watching.



Vision

Communicate a vision that people will own and embrace.



Excellence

Continuously pursue perfection, and when you think you're there, RAISE THE BAR!

By **ACT** , We Mean We Take Action Through

Authenticity

We Are Your Servant Partners.

Courage

We Boldly Go Where Needed To Achieve Your Results.

Trust

We Work Diligently To Earn & Keep Your Trust.



**To achieve
the next level of success,
WHAT'S NEXT IMPORTANT?**



After defining your vision and values, what's the next most important step in ensuring your vision is achieved?

STRATEGY

WHAT?

A PLAN TO ACHIEVE
LONG TERM GOALS
UNDER CONDITIONS OF
UNCERTAINTY OR
LIMITED RESOURCES

WHY?

CLARITY OF DIRECTION
WITHOUT DEVIATION



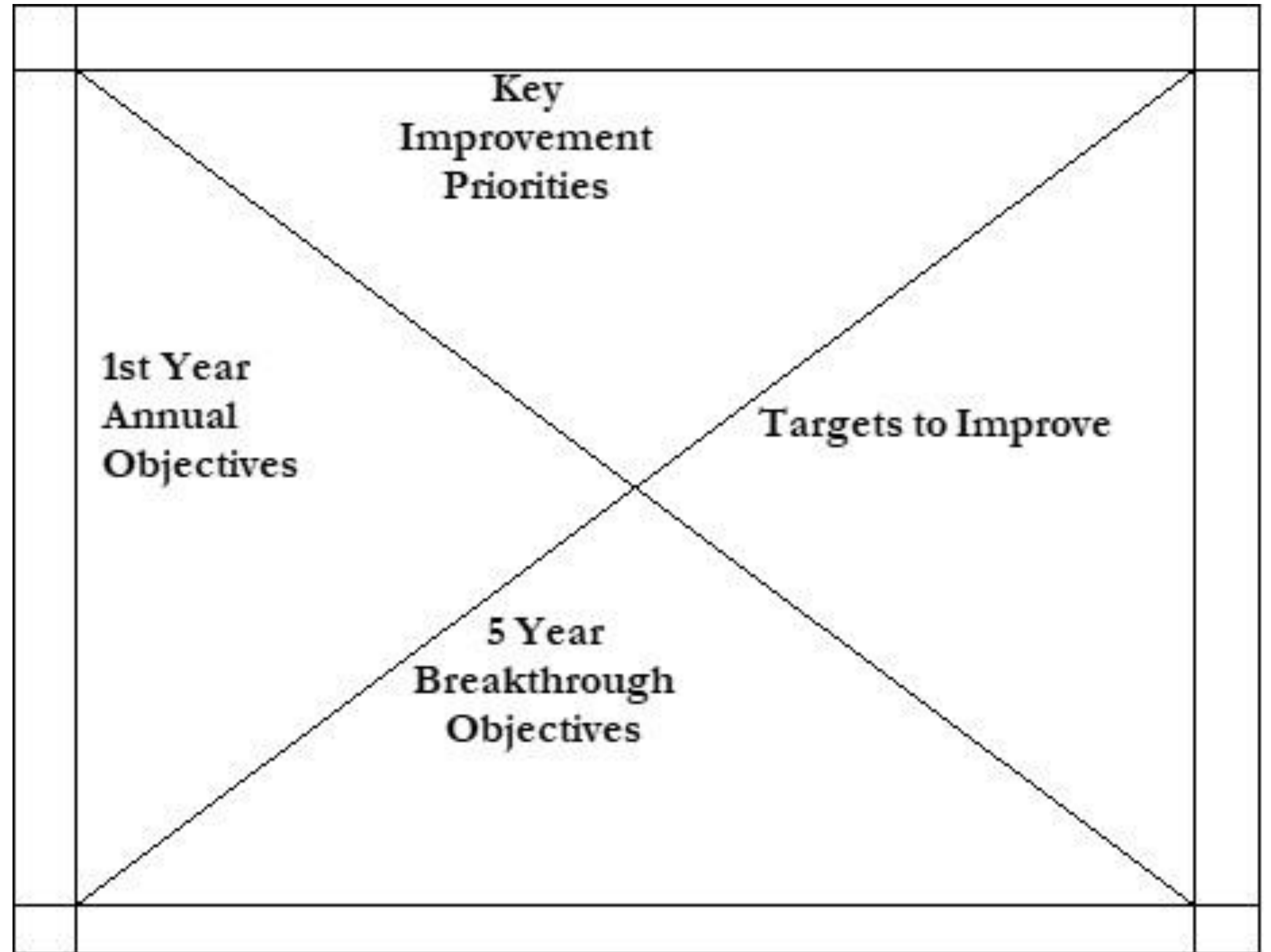
STRATEGY

HOW?

1. GOALS & PRIORITIES
2. ACTION PLANS
3. TARGETS TO IMPROVE
4. RESOURCES
5. OWNERS



Strategy Deployment Process



aka Policy Deployment or Hoshin Kanri

[illegible]

Be **Bold**

Kennedy stood before Congress on May 25, 1961, and proposed that the US "should commit itself to achieving the goal, before this decade is out, of landing a man on the Moon and returning him safely to the Earth. "



Kennedy's vision was realized in 1969 with the Apollo 11 moon landing.

CULTURE

WHY?

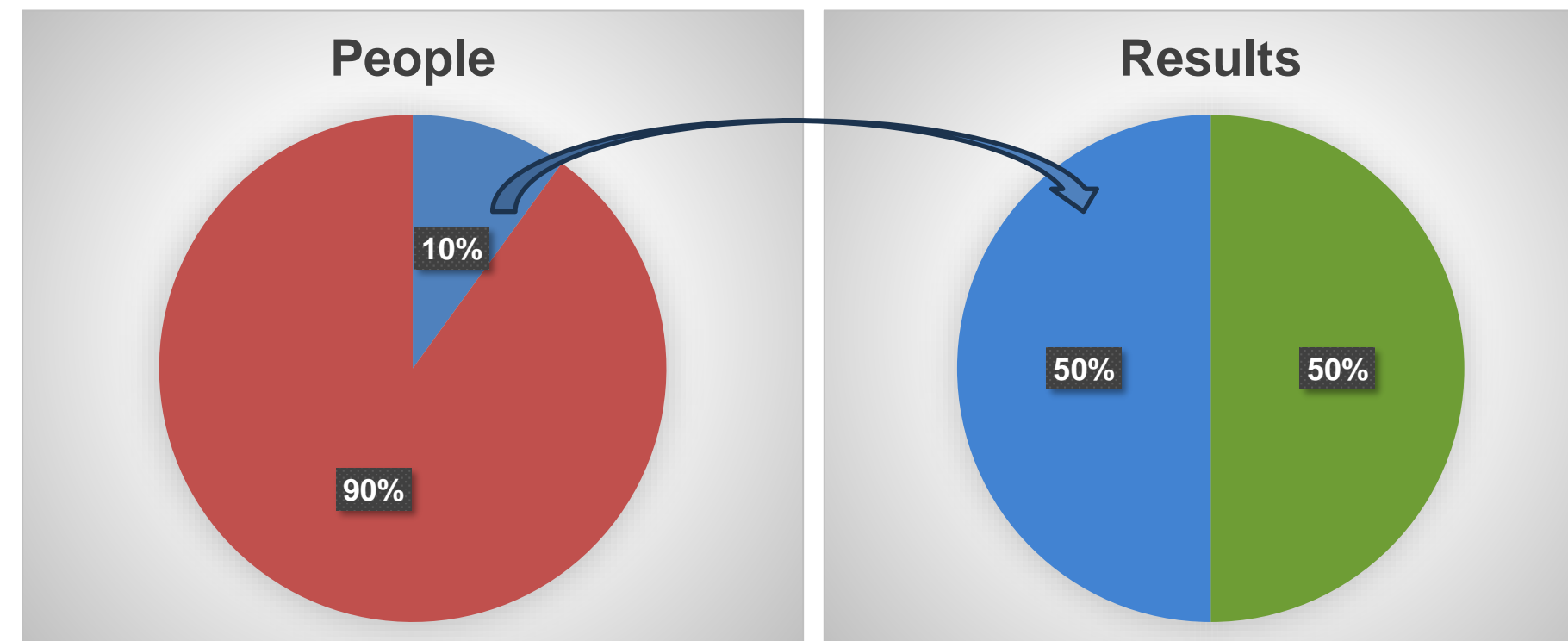
PRICE'S LAW

In any group

50% of the work is done by the square root of the total number of people in that group.

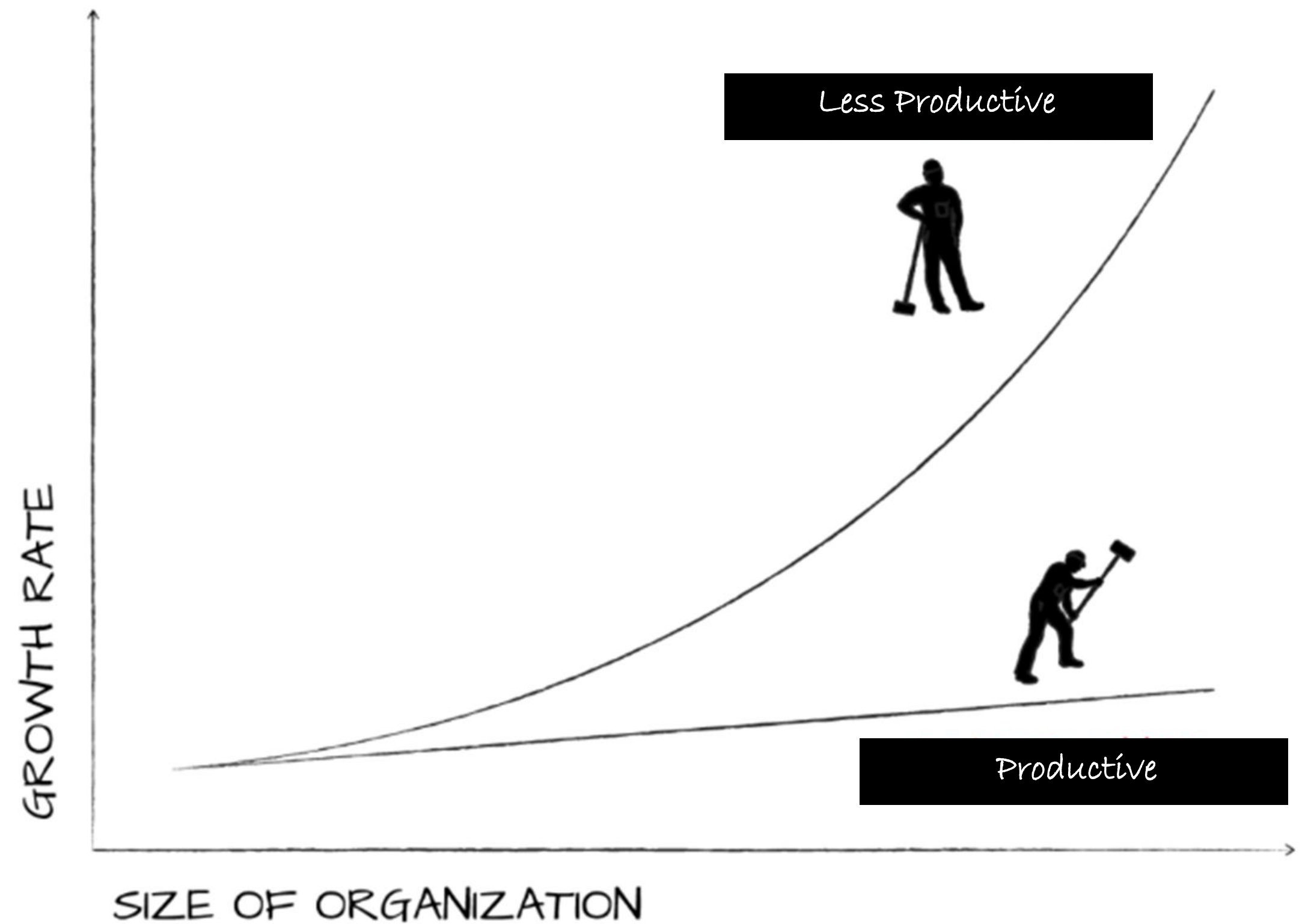
In a company of 100 people:

The top 10 performers ($\sqrt{100}$) do 50% of all work



PRICE'S LAW

<https://nielsbohrmann.com/prices-law>



Things get worse as you grow bigger.

Strategies for Margin Improvement



1

Focus on your high value adding tasks

2

Challenge the status quo

3

Prioritize improving the business

1

Focus on your high value adding tasks

3C's of Value

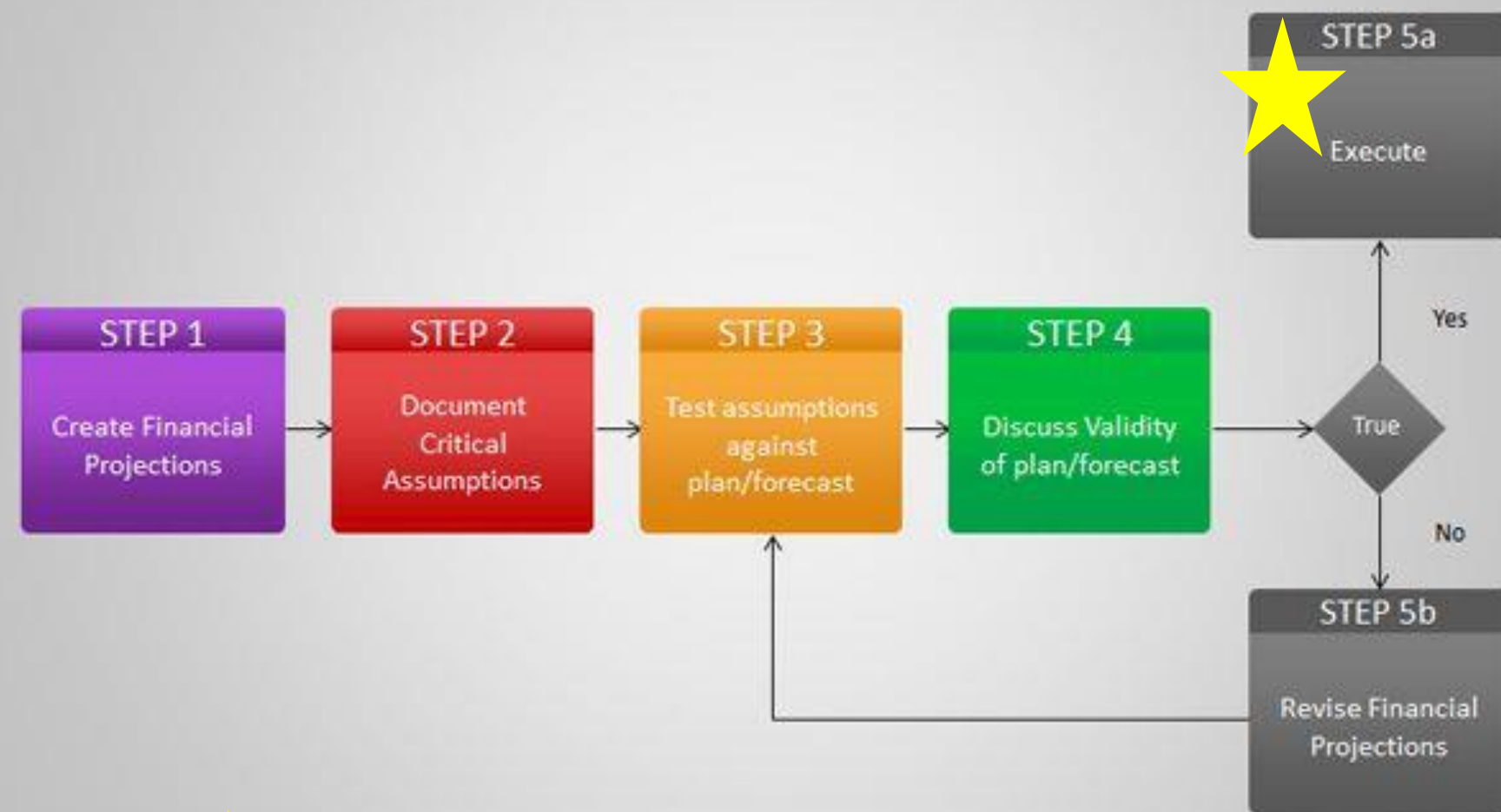


1. **CHANGE** – process must change the form, fit or function of a product or transaction.
2. **CORRECT** – must be done right the first time.
3. **CUSTOMER CARES** – customer must care and be willing to pay for it.

1

Focus on your high value adding tasks

Process Diagram



★ Denotes value-added step

1. You'll find that less than 10% of these steps really **ADD VALUE!**
2. In mfg, it's usually 5% or less.
3. Some tasks add higher value than others – you must know this and who does them.

1

Focus on your high value adding tasks

Now imagine if you did that same VALUE-ADDED analysis for the entire STREAM of value, across

1. Suppliers
2. Your own internal processes
3. Any outsourced processes
4. Customers

We call that a VALUE STREAM ANALYSIS (VSA).

- Use it to find breakthrough opportunities to cut cycle time by 50-90%.
- It will significantly reduce cost and improve your margins.

Double the outputs, with $\frac{1}{2}$ the inputs



2

Challenge the status quo

1. Why do we take 3 weeks to close the books?
2. Do we really need 7 different financial reports from each division?
3. Why do we take 4 weeks to complete a quote?
4. Why do we take 9 months to build a home?
5. Do we really need 7 approval signatures for a \$200 item?
6. Why don't we have standard templates for that?
7. Can AI generate leads, videos and social media content for us?

2

An example-The Quote

1. **CURRENT STATE:** Quoting process for a set of power tools took 4 weeks to complete
2. **THE CHALLENGE:** Can we do it in $\frac{1}{2}$ the time?
3. **THE RESULT:** After analyzing all required activities and what was actually value-added & needed by their systems and customers:

2 days

3

Prioritize improving the business

ESTABLISH A CULTURE OF CONTINUOUS IMPROVEMENT



- Use VSA to create an action plan

Plan

Do

- Get team excited about the breakthrough opportunities

Act

Check

- Celebrate their huge WINS or adjust and repeat

- Empower the team & experiment their solutions

3

Prioritize improving the business

NURTURE A TEAM OF EXCELLENCE!

Take CARE of your team.

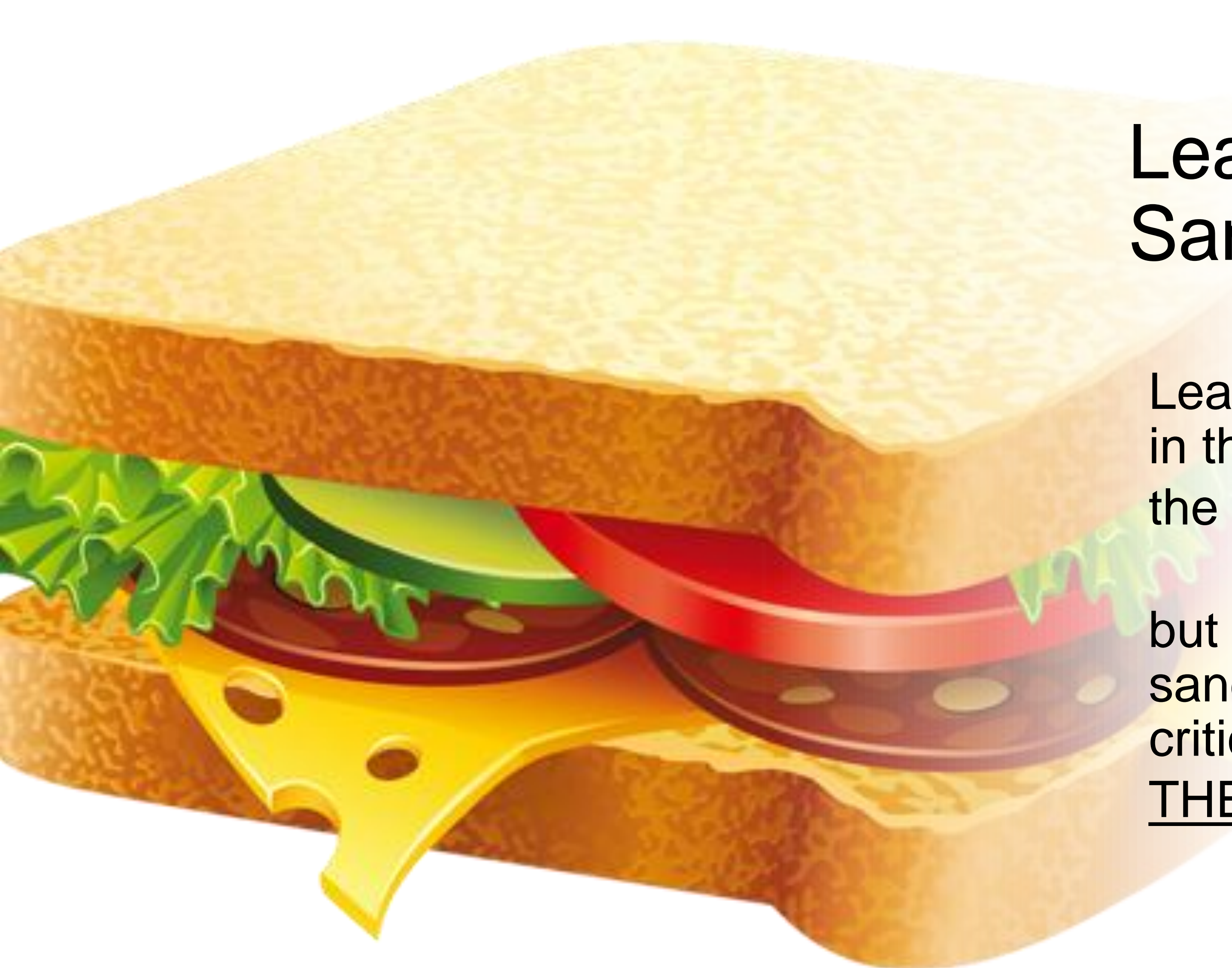
Know your 'drivers' of the growth curve. LOVE 'em or LOSE 'em.

Price's Law is REAL – you must identify your top performers, take great care of them, and ensure that you value everyone else too.

They will add VALUE if you make it easy for them to add VALUE.

Establish a process, a framework, and a management system for them to greatly

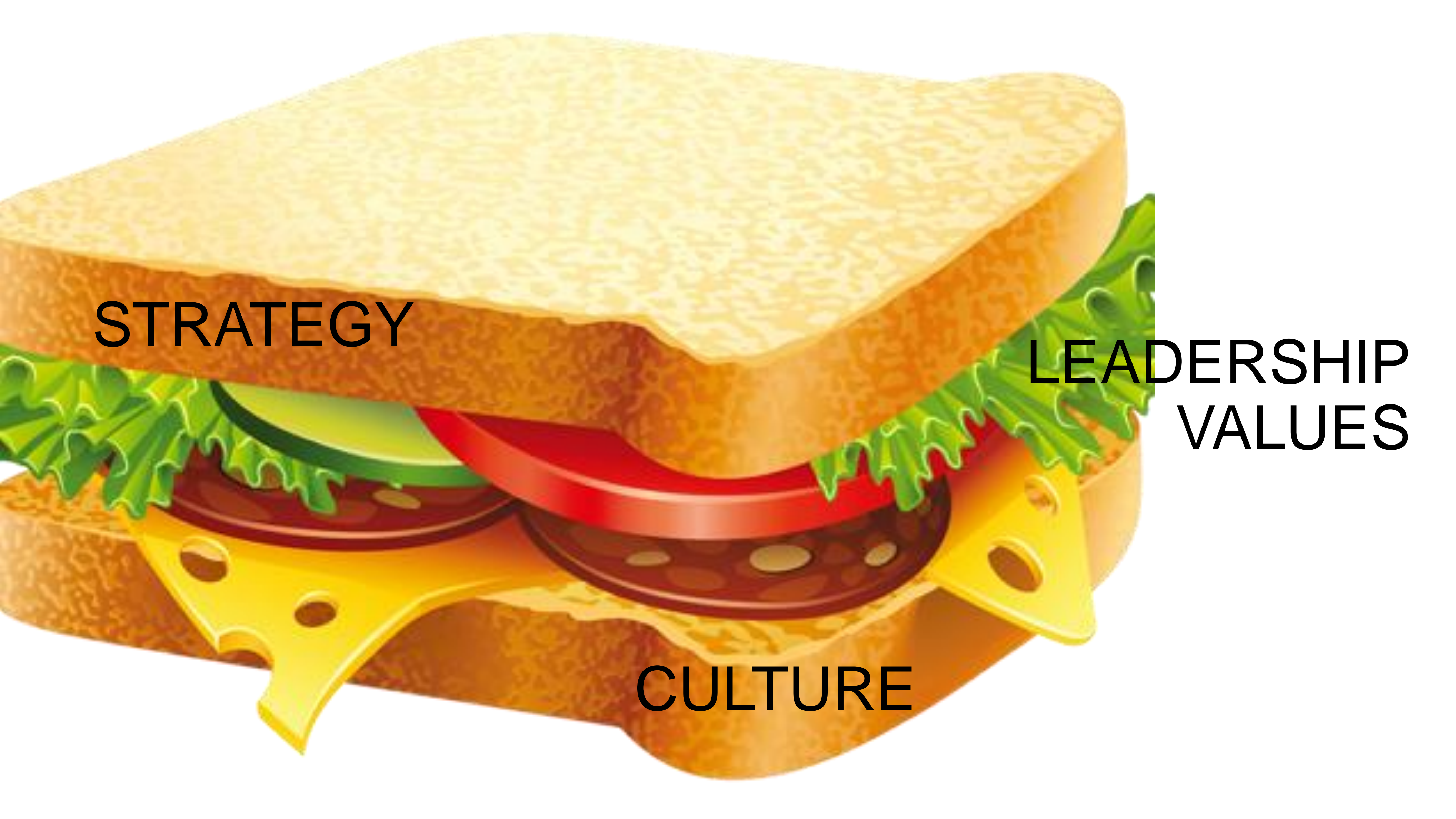
ENJOY improving the process.



Leadership Sandwich

Leadership Values are
in the middle....
the main ingredients.

but it cannot be a
sandwich without ONE
critical ingredient –
THE BREAD.



STRATEGY

LEADERSHIP
VALUES

CULTURE

slido



Which one is most important?

slido



If you HAD to pick just ONE, which ONE would you pick as MOST important?

**THRIVE WITH A
CULTURE OF
EXCELLENCE**



SHINE THE

LIGHT!

CALL TO ACTION!



**"I
GOT
THIS!"**

Let's Connect!

GRISELDA

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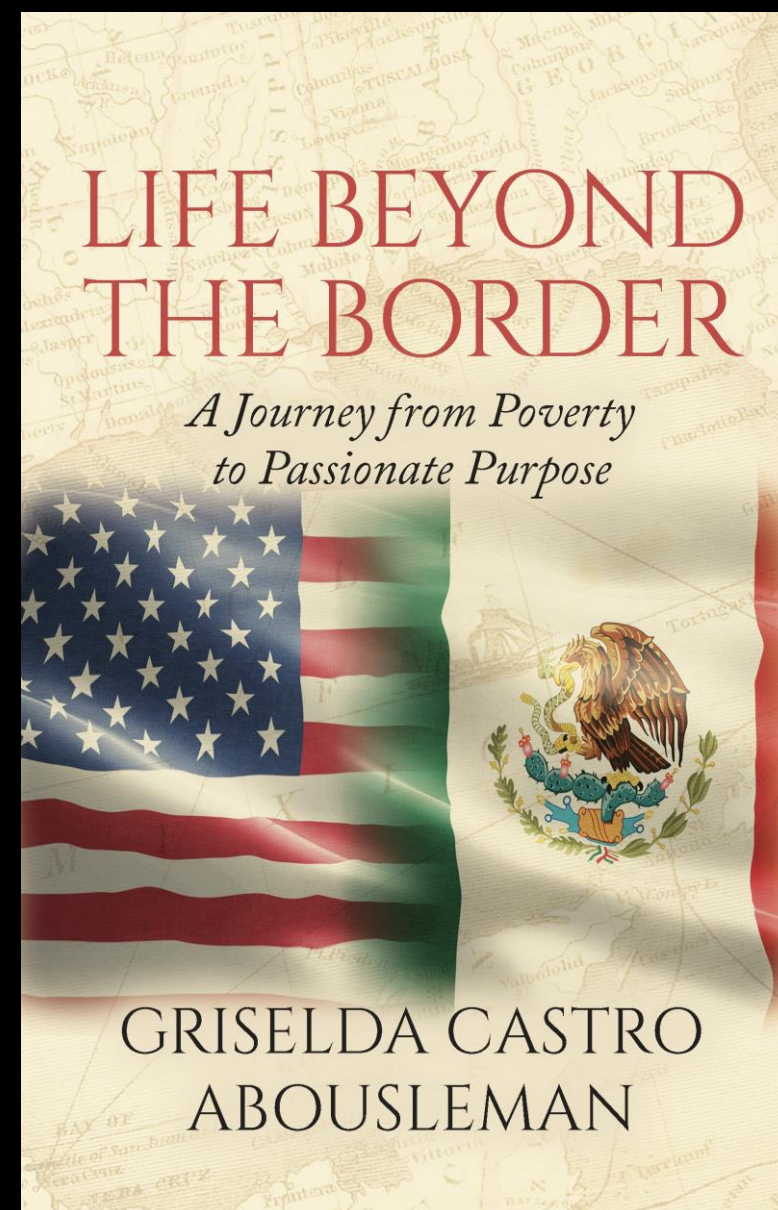


Griselda Castro Abousleman
Strategic Operations leader
that generates impactful gr...



- ✓ Personal Excellence Assessment
- ✓ Recipes from my book!

**MY GIFT
TO YOU!**



- ✓ Copy of Slides (DM me on LinkedIn)

A wide-angle landscape photograph capturing a serene sunset scene. A paved road curves through a hilly area, with a lone runner in a blue shirt and dark shorts jogging away from the viewer. The left side of the road is bordered by a steep, grassy hillside. The right side features a metal guardrail overlooking a valley where a small town is visible in the distance. The sky is a vibrant blue, transitioning into a warm orange and yellow glow as the sun sets on the horizon. Wispy clouds are scattered across the sky, and a few birds are seen in flight near the sun. The overall mood is peaceful and inspiring.

Excellence is

to soul search your today, for a Brilliant Tomorrow.

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