



Meeting Minutes

**Business Advisory Council Meeting
October 21, 2021 11:00- 12:00**

Zoom Meeting Recording:

<https://butlertech-org.zoom.us/rec/share/PMY7NJP84TSEOEAX1XNBbgmvccGA4FUMzIIIRSHWwCoSOpx-o5YR18IB0447cYL.R3jUKHMZ0yI9sbuG>

Passcode: rM3b7*8X

Attendees: Andy Foerster, Kert Radel, Larry Brueshaber, Randy Wilhelm, Dick Lange, Lori Thesken, Tayla, Marni Durham, Jon Graft, Jeff Staggs, Rex Lee, Megan Reed, Chris Brown, Michael Turner, David Linger, Matt Eisenbraun, Rhonda Parker, Robert Buskirk, Albert Smith, Catherine Martin, Chad Konkle, Scott Baker, Nathiel Kaelin, Adam Jones, Amy Meyer, Nick Linberg, Steven Feldmann, Melissa O'Brien, John Scheels, Mandy Aug, Rick Pate, Michelle Washington, Lou, Jeff Travers, Nick Trelka, iPhone participant, Ed Bosse, Jamie Bella, Phone Participant, Dr. Sarah DeLong, Dan Bates, Dennis Beam, Alfonso Cornejo, Kelli Riggs, Ann Rush, Eli White, Edward Theroux

- **Welcome – Jon Graft & Amy Meyer**
- **Marni introduced Andrew Foerster – Guest Speaker**
- **Organizational Leadership – Andrew Foerster, P.E., Liberty Energy Engagement, LLC**

- Shared three photos with the group:
 1. Small family owned business J4 his father's business – Manufacturing business
 2. Second photo of Andrew on a nuclear submarine
 3. Third photo moved to Square D- IoT work
 - o Quality of Leadership – Book: It's the Manager "Jim Clifton"
 - Hiring the right manager is nearly $\frac{3}{4}$ of the battle
 - o Sloppy Ship vs Taut Ship
 - Sloppy: All ships are this way, our ship has always been like this, easier this way, too hard, why try?
 - Taut Ship: Great customer experience, engaged crew – less turnover, gets better every day, more predictable, better planning, growth – revenue and profits
 - o How to get there:
 - Desire – "You gotta wanna"

- Leadership – “Know: Self – People – Stuff”
 - Operating System: “The Way – Shared by all”
- o Discussed the Lifecycles of Businesses
 - Start Up – Small like a mouse
 - Growth/Scale up like a Gazelle
 - Maturity either reinvent or decline like an Elephant
- o Business Leadership: People & Operating System Intertwine
 - Who: Leadership
 - What & How: Business Operating System
- o As someone becomes a leader vs a doer – must transition from being responsible for the job. To being responsible for the people who are responsible for the job.
- o Recognize Potential – Right Person, Right Seat
 - Became a leader for the wrong reasons (67%) “Accidental Leaders” – This is toxic
 - Needs to be a selection process Person needs to
 - Get it
 - Want it
 - Capable
 - Pillars of Leadership
 - Purpose of the Organization
 - Organizational Values
 - Clear Vision of the Future
 - Know Yourself, Know Your People, Know Your Stuff
 - Accomplish the Mission (Results)
 - Excellence
- o Great Organizations have Great Leaders and Engaged Employees
 - Employees are cared for professionally
 - Employees know work contributes to mission

Q: Know your people...share a way in which you get to know your people, not your client.

A:

- Help them develop their own ‘smart goals’ to plan out their development and role within the team
- We have Linger in the Lobby every month to drink coffee and have donuts and get to know each other through a series of questions and going around the room. Great fun and a great way to get to know everyone. Special discussion when we have new employees, etc.

- We have Narc on your Neighbor, employees nominating each other for kindness.
- Knowing your people relies on your ability to get employees out of their work zone and into their comfort zone. Simple outside of work activities, whether that be lunch, small team building exercises etc. Making mental notes of what drives them, will help guide smart goals.
- Hire better than yourself

Q. How will business and education work at the gazelle pace needed in such a transformational time? Open for discussion.

A:

- As a startup celebrating their 6-yr. anniversary, we're more at the "Jackrabbit" pace
- @Jon Graft – A lot of it boils down to businesses actively engaging education. What @Albert Smith just did with StandardAero is a perfect example. The barrier to active engagement is dedication of time.
- Great presentation Andy! I hope these strategies are being implemented to help develop students as they enter the workforce while developing organizations to improve processes to keep and develop employees.

CHALLENGE: Reach out to a person in this meeting that you do not know and do an outreach. We cannot be the elephant.

- **Update from Albert Smith on the Standard Aero and Butler Tech Student Day-** Butler Tech students came to Standard Aero to work exchange knowledge, coaching and mentoring the next generation of welders and machinists and grinders. Albert was encouraged that the students' talent and knowledge aligned with their strategic vision going forward.

Butler Tech takes the business communities' needs into mind when developing their curriculum. Students came in to work. Provided several hands-on activities for the students.

- **House Bill 303 Update** – Incentives for Businesses to Provide Co-Ops - Association for Career and Technical Education (ACTE).
- **Perkins V Federal Funding Update, Ann Rush** – Butler Tech is up for Perkins monitoring this year. Still waiting to see what that looks like. May be reaching out to you for your stakeholder feedback.

- **Announcements/Feedback from the Group:**
 - Kert Radel – Fairfield Chamber Leadership Class starts next week.
 - Rick Pate - Increase the # of internships & co-ops with Hamilton HS Seniors
 - 3-year graduation plan
 - Seniors can then focus on CCP or internships/co-ops
 - Adam Jones – Q3 labor report 15,000 CDL unique job postings for just the month of September.
 - Butler Tech opened a Butler Testing Site
 - Any company can send their students there to test
 - 4-12 students a day can get tested
 - Removes the 4-6-week gap to test down to 3 days!

The Next Business Advisory Council Meeting:
Friday, January 14, 2022 – Roundtable
Time: 8:00-9:30 a.m.
Place TBD