

**“Either We All Come
to the Surface or No
One Does”**







WYOMING PERISCOPE NO. 1
TYPE: 100 (1)
PERISCOPE ASSY
SERIAL NO. 100
SERIAL NO. 100
POWER: 100
CONTRACT: 100
1. NAME: USA SYSTEMS COMMAND
SERIAL NO. 100
FIELD CHANGES ACCOMPLISHED

USS WYOMING (SSBN 742)
WHITACRE





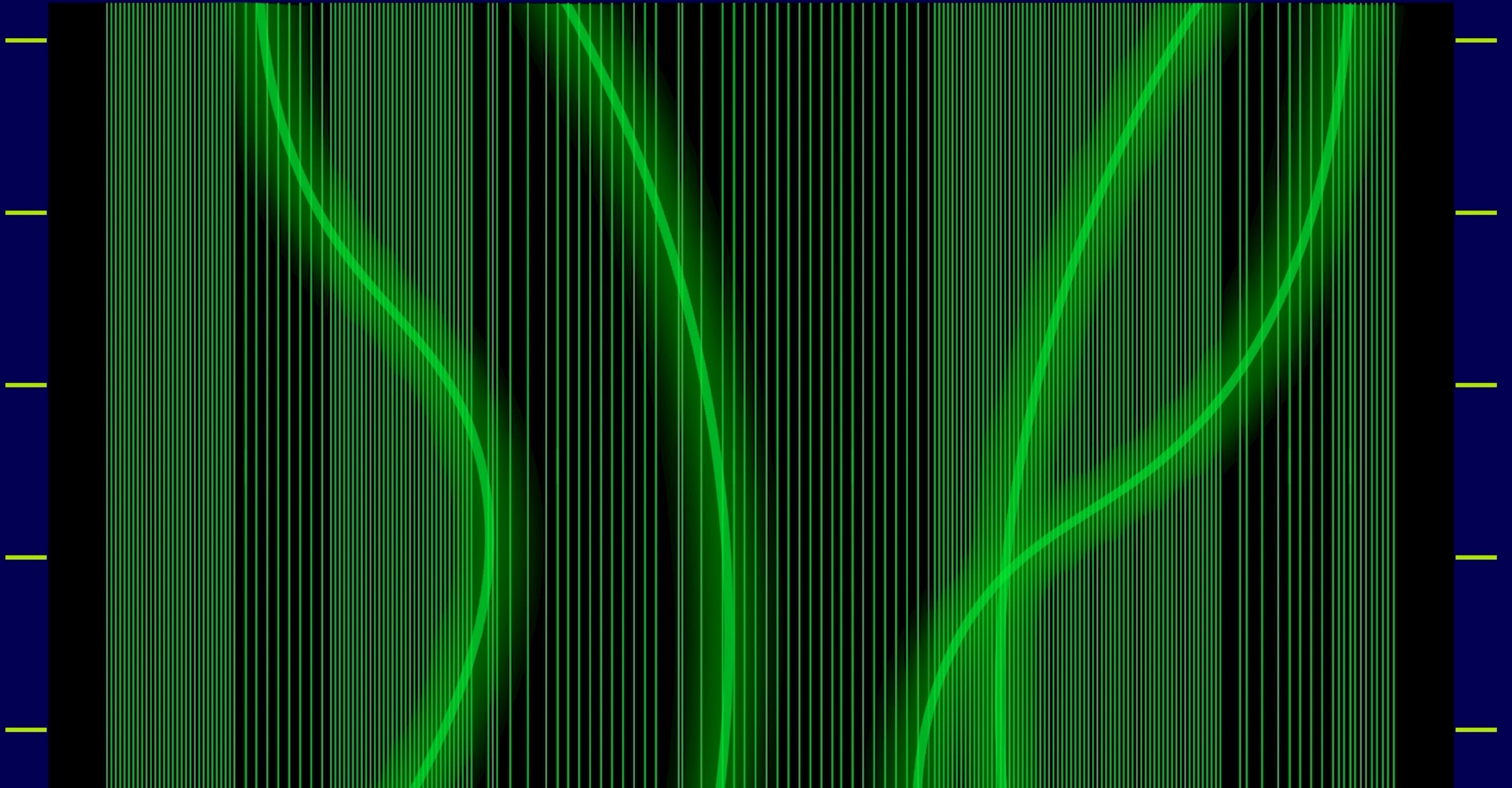
S

270

N

90

S









SEWAGE # 6

FAST ATTACK LEADERSHIP





1



2

3

29° Water

29 Degree water under the ice through piping



24-Hour Movie

Watch Roadhouse 73 Times on a Mission

Great Atmosphere

The largest open living space on the Submarine with fake wood paneling

No Peaks Guys

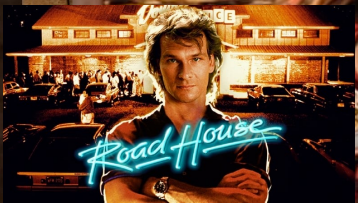
Attentive and friendly



Scratch Kitchen

World class culinary chefs deliver 120 various meals

Welcome to the Lodge MANTALITY







1

"ESCAPE" EXPERIENCE

2

TEAM MAKEUP

- ~130 Members
- Young & Turnover

3

LEADERSHIP MATTERS





Twin Peaks Restaurants

15,933 followers

11mo · 🌐

+ Follow ...

Managing a team takes skill. **Managing an entire restaurant and the people inside it requires leadership** — and our female General Managers represent the Buffalo Plaid with purpose. Thank you to our female GMs for your work ethic and loyalty.

#internationalwomensday #TwinPeaksRestaurants #BuffaloPlaidNation





FAST ATTACK LEADERSHIP



#1

**CONNECT TO
MISSION**



MISSION

We are dedicated to capturing the hearts of our customers by nurturing long-term relationships, using the most innovative technology, world class processes, and excellent customer service resulting in total satisfaction, the best quality, and the highest returns



Leaders Perception
on Alignment

68%

Capture employees and customers hearts with great workplace & products

7



Finance & HR

Plant Manufacturing

Customer Service

Technology IT

Supply Chain Operations

Sales & Marketing

Growth, Profitability, and a Positive Impact in Society

Manufacture the Best, most innovative Products for Customers

Provide Excellent Customer Experience and Solutions

Deliver Best in Class, Competitive, Products Accurately, Safely, and Consistently

To Grow

Build heartfelt Lasting Relationships with Clients and Employees and Delight Them

1

2

3

4

5

6

Leaders Perception
on Alignment

68%

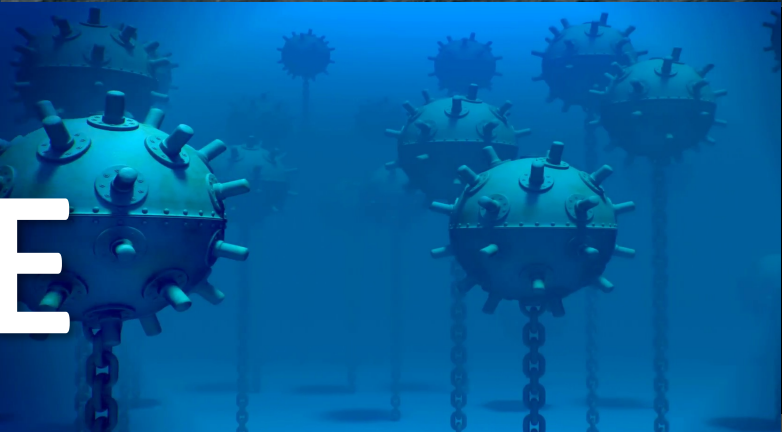
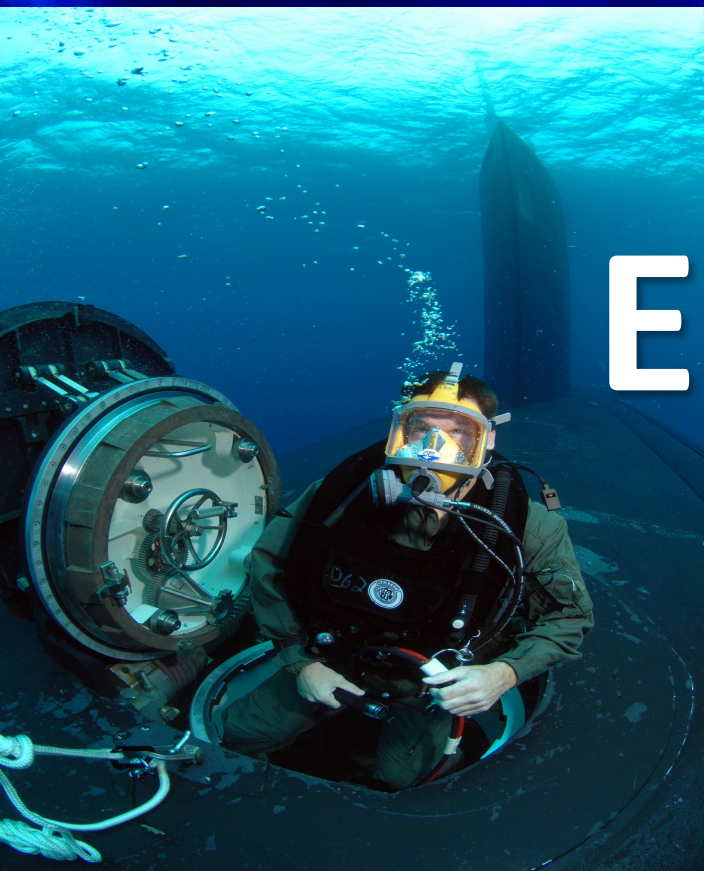
Actual Alignment

9%




90%





WILDLY DISRUPTIVE ENVIRONNMENTS



**"EVERYONE IS A LEADER"
MINDSET**



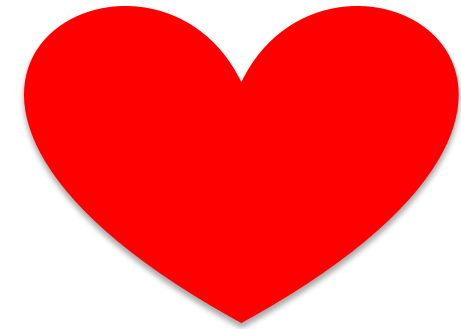
ENGAGED & FOCUSED

Initial

*We are dedicated to **Capturing** the **Hearts** of our customers by nurturing long-term relationships, using the most innovative technology, world class processes, and excellent customer service resulting in total satisfaction, the best quality, and the highest returns*



Fast Attack



**Capturing
Hearts**

Create a great

CAPTURING HEARTS ❤️
great products



Finance &
HR

Growth,
CAPTURING HEARTS ❤️
Impact in
Society



Plant
Manufacturing

Manufacture the
CAPTURING HEARTS ❤️
Products for
Customers



Customer
Service

Provide Excellent
CAPTURING HEARTS ❤️
Solutions



Technology
IT

Deliver Best in Class,
CAPTURING HEARTS ❤️
Safely, and
Consistently



Supply Chain
Operations

CAPTURING HEARTS ❤️



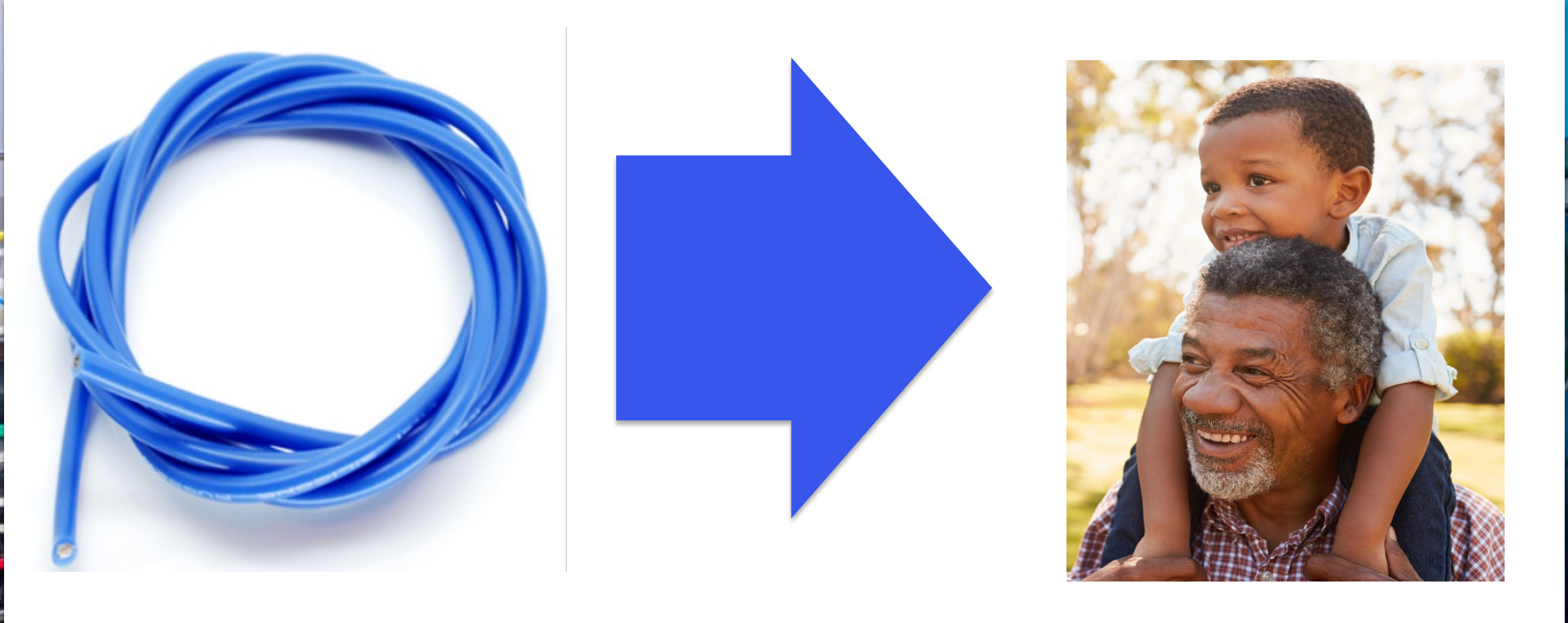
Sales &
Marketing

Build heartfelt
CAPTURING HEARTS ❤️
Delight Them



HUMAN BEINGS

- Crave Simple Meaningful Messages
- Belong to Something Bigger
- Excited When Make Difference & Recognized



FAST ATTACK LEADERSHIP



1. Connect to Mission

- Everyone is a Leader
- Fast Attack Mission
- Connect the Wire

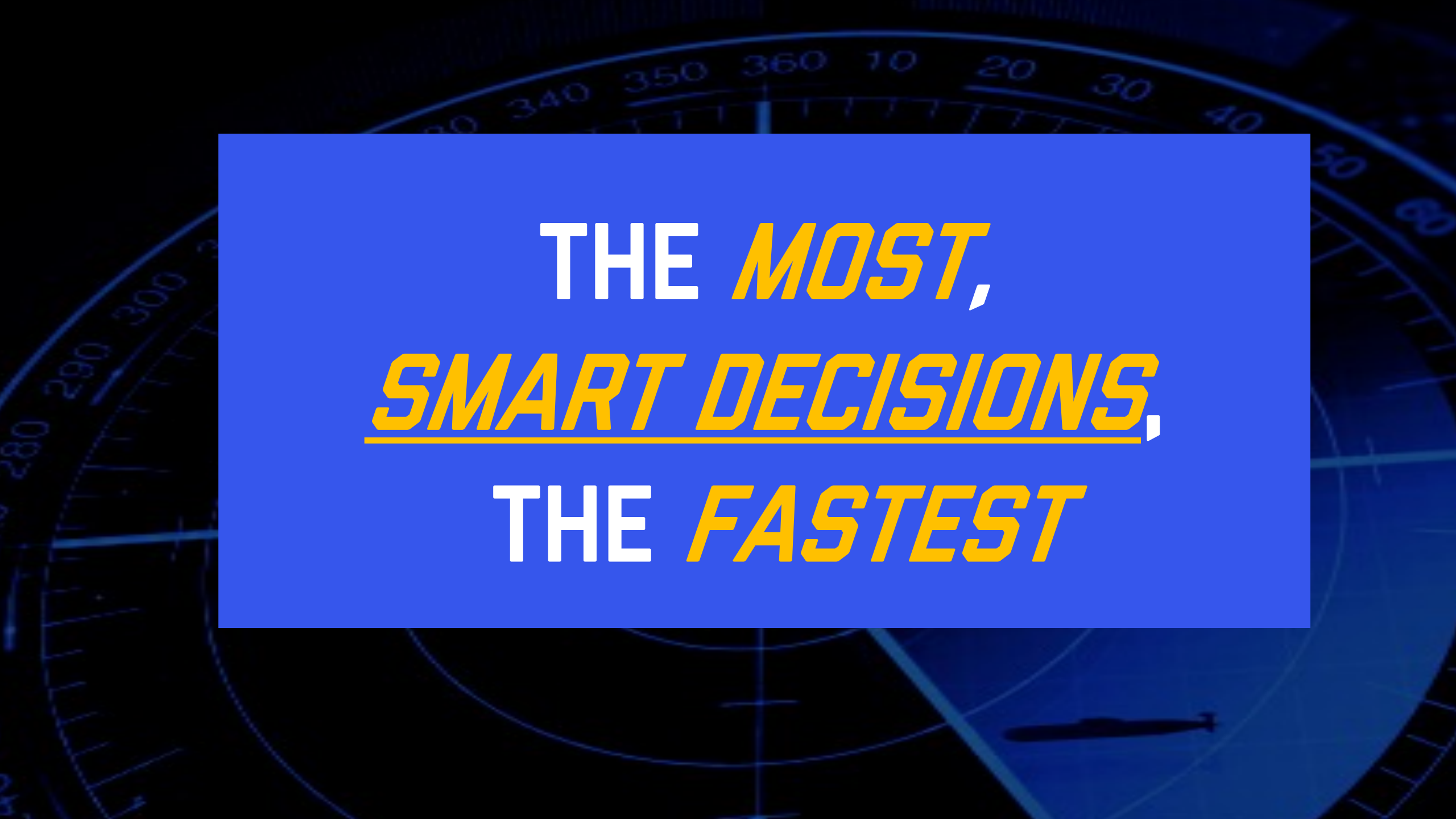


#2

TAKE THE
SHOT







THE *MOST*,
SMART DECISIONS,
THE *FASTEST*

COMPANY A

(Directive)

30

10

5

COMPANY B

(Empowered)

52

8

4

8

4

8

4

7,500

2

6

2

6

1

3

4

13,500

3

3

4

3

2

3

2

3

2

3

2

Captain Daily Decisions

45% 10% 1% 60% 35%

The image features a large white number '1' in the center. Surrounding the '1' are five percentages: '45%' at the top left, '10%' at the top right, '1%' at the bottom left, '60%' at the bottom left (partially overlapping the '1'), and '35%' at the bottom right. The background is a dark blue circular radar chart with concentric circles and radial lines, and a large white arrow pointing towards the top right.



TIME
MANAGEMENT



CHOICE MANAGEMENT



Decisions are
65%
More Complex

MORE "DIMMER SWITCH" CHOICES

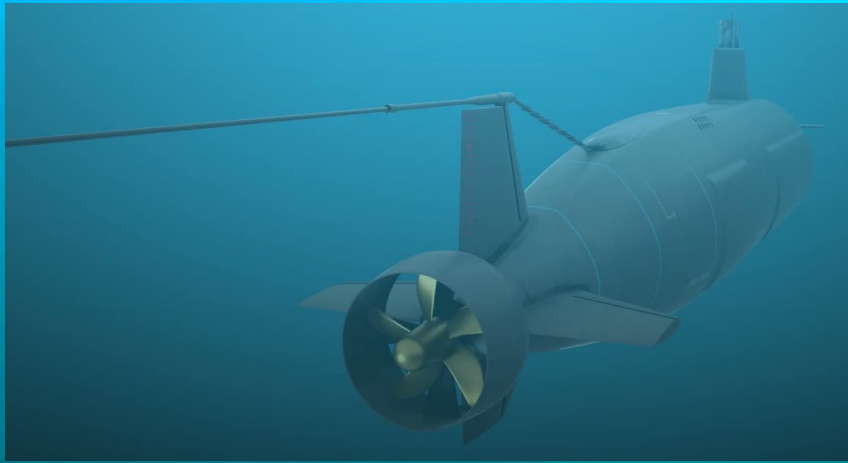
85% DECISION FATIGUE AND OVERLOAD

Yes or No



100 Choices





SAIL ARRAY

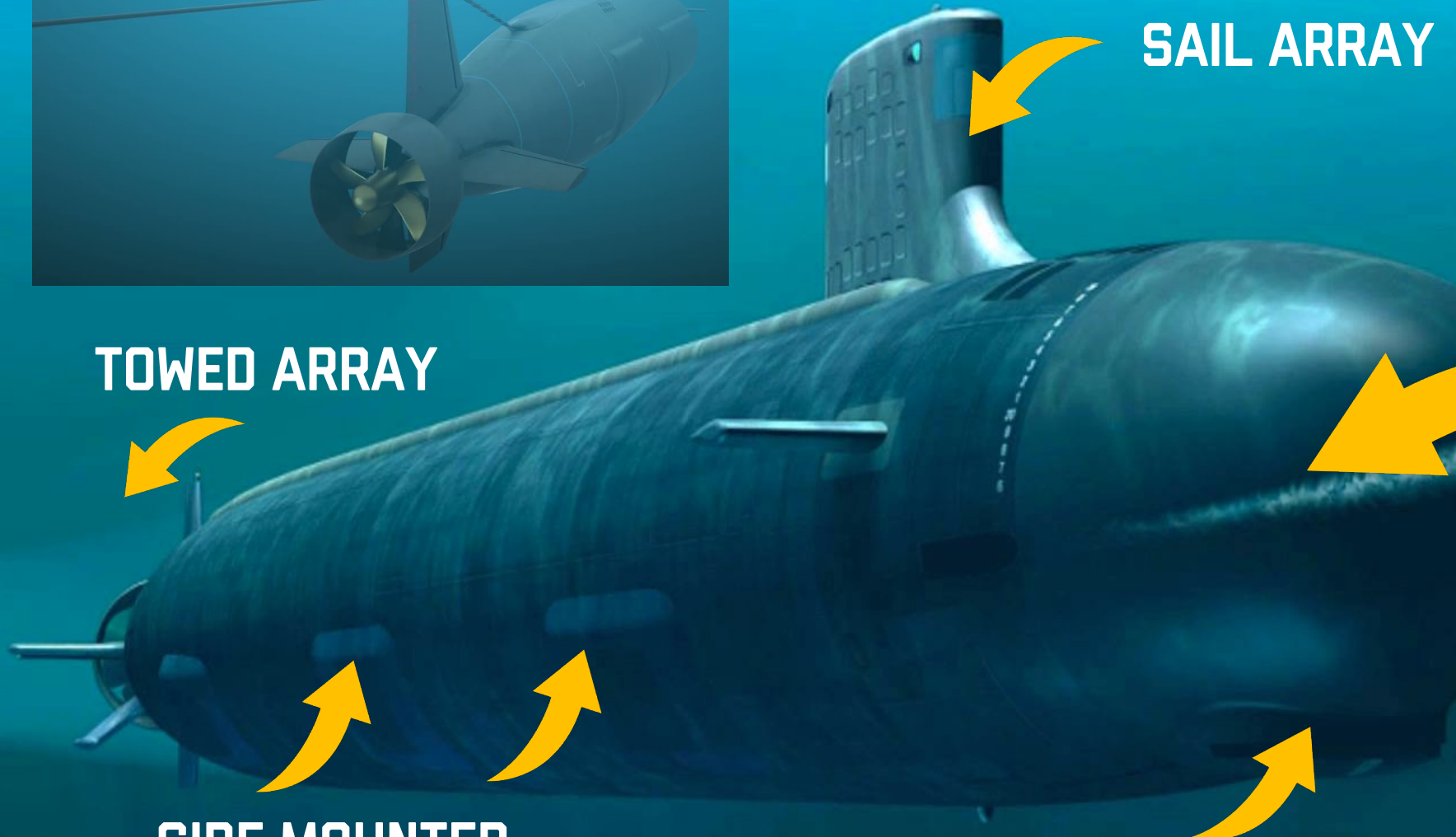
**SPHERICAL
ARRAY**

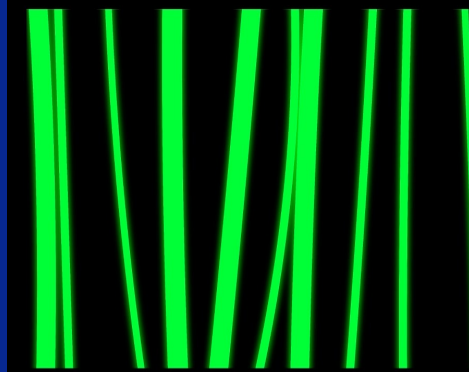
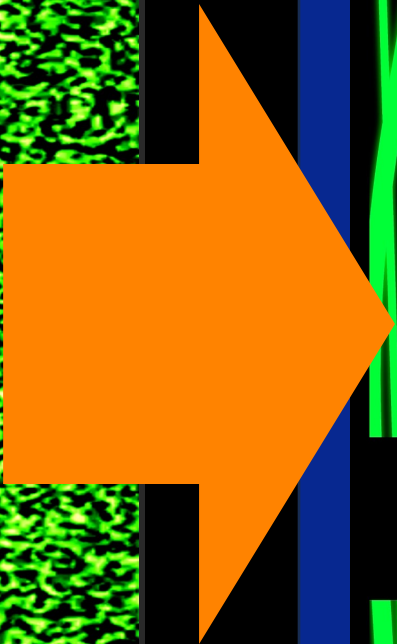
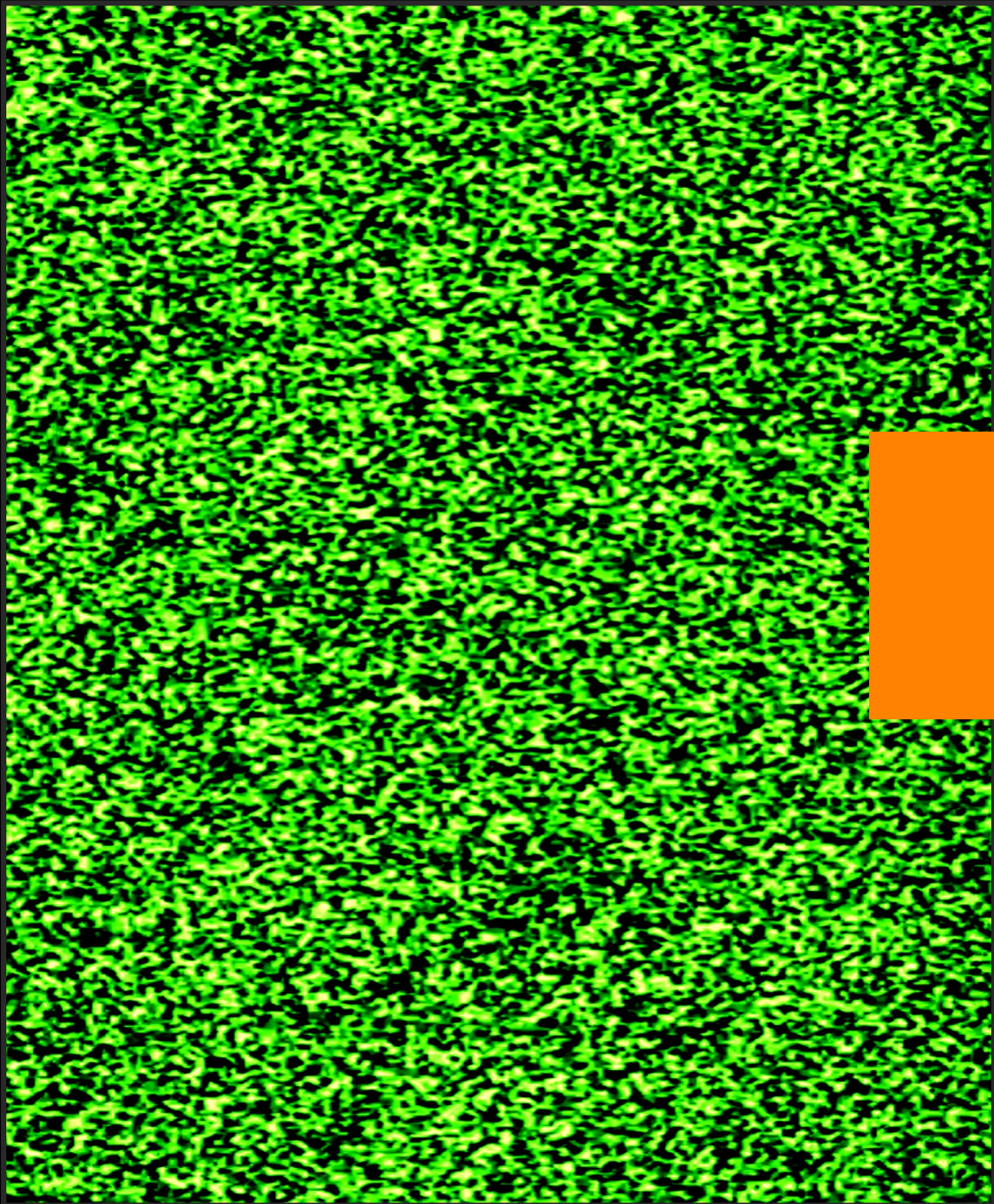


TOWED ARRAY

CHIN ARRAY

**SIDE MOUNTED
ARRAY**





- 2

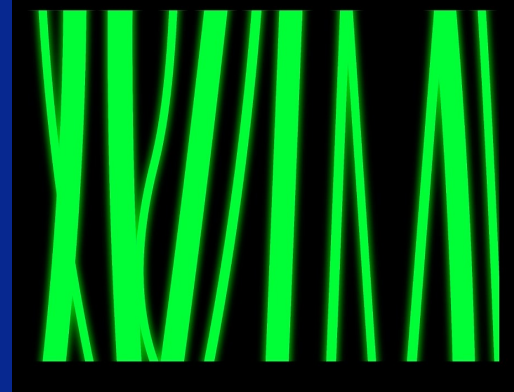
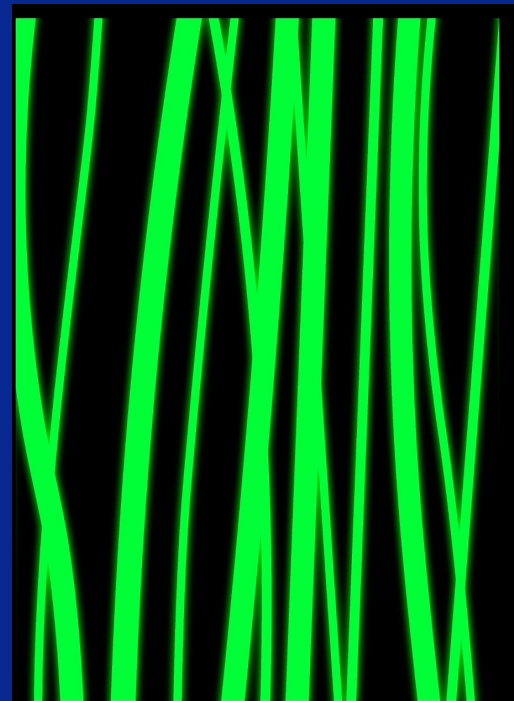
- 6

- 8

- 10

- 2

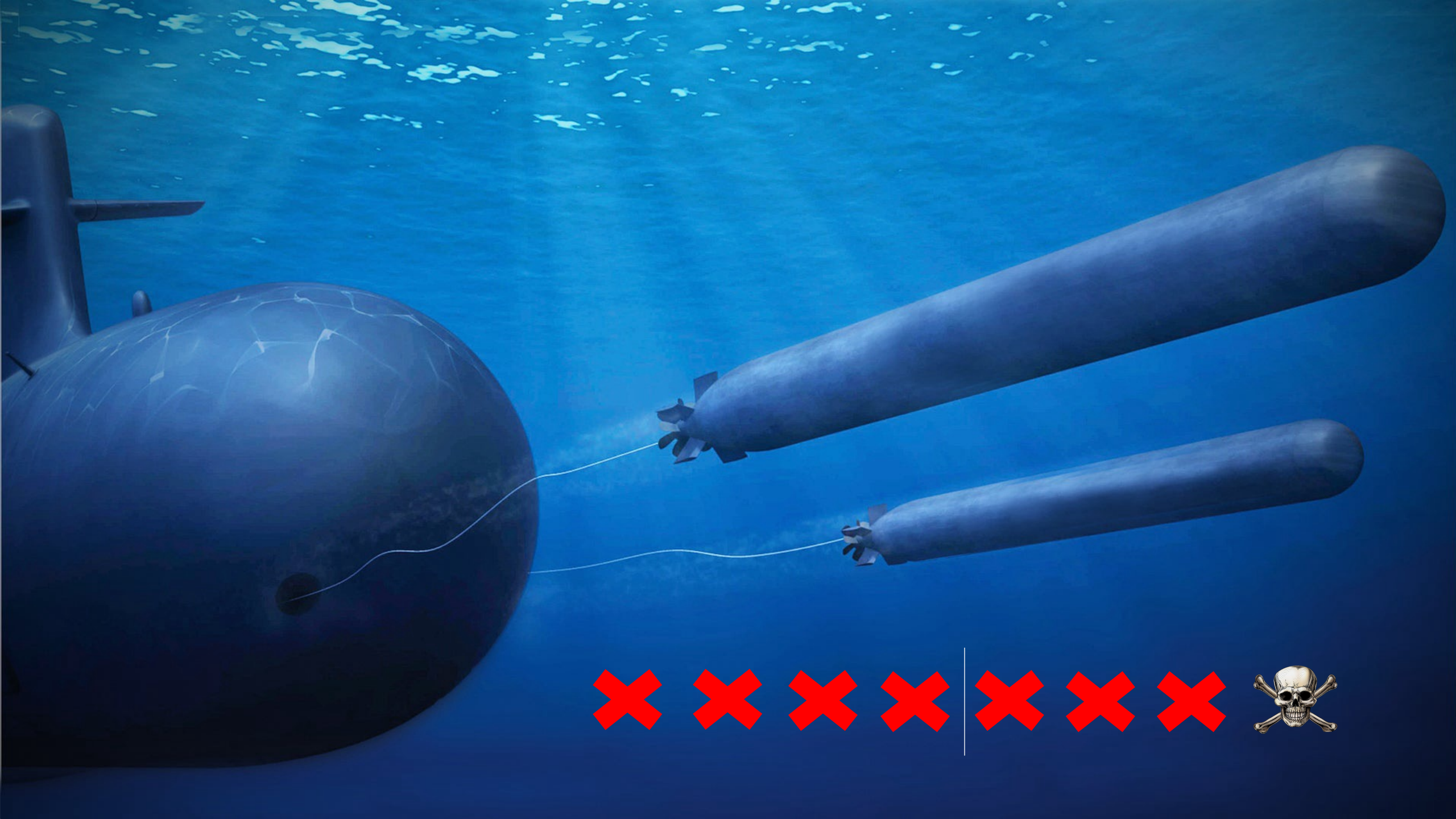
- 4





AMBIGUITY MINDSET

40% - 70%



FAST ATTACK LEADERSHIP



1. Connect to Mission

- Everyone is a Leader
- Fast Attack Mission
- Connect the Wire



2. Take The Shot

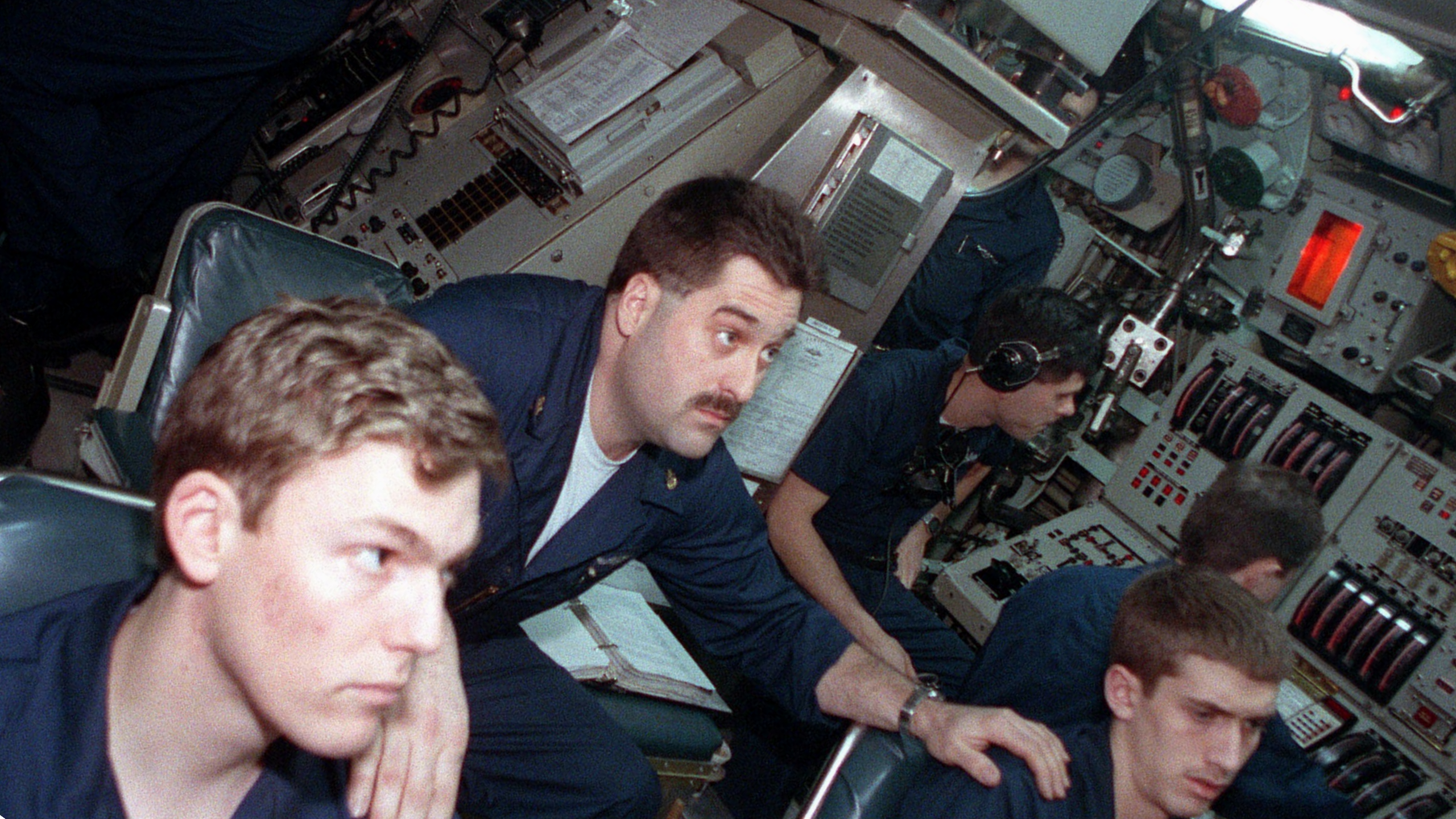
- Top 3 Targets / Goals
- 40% - 70% Course Correct



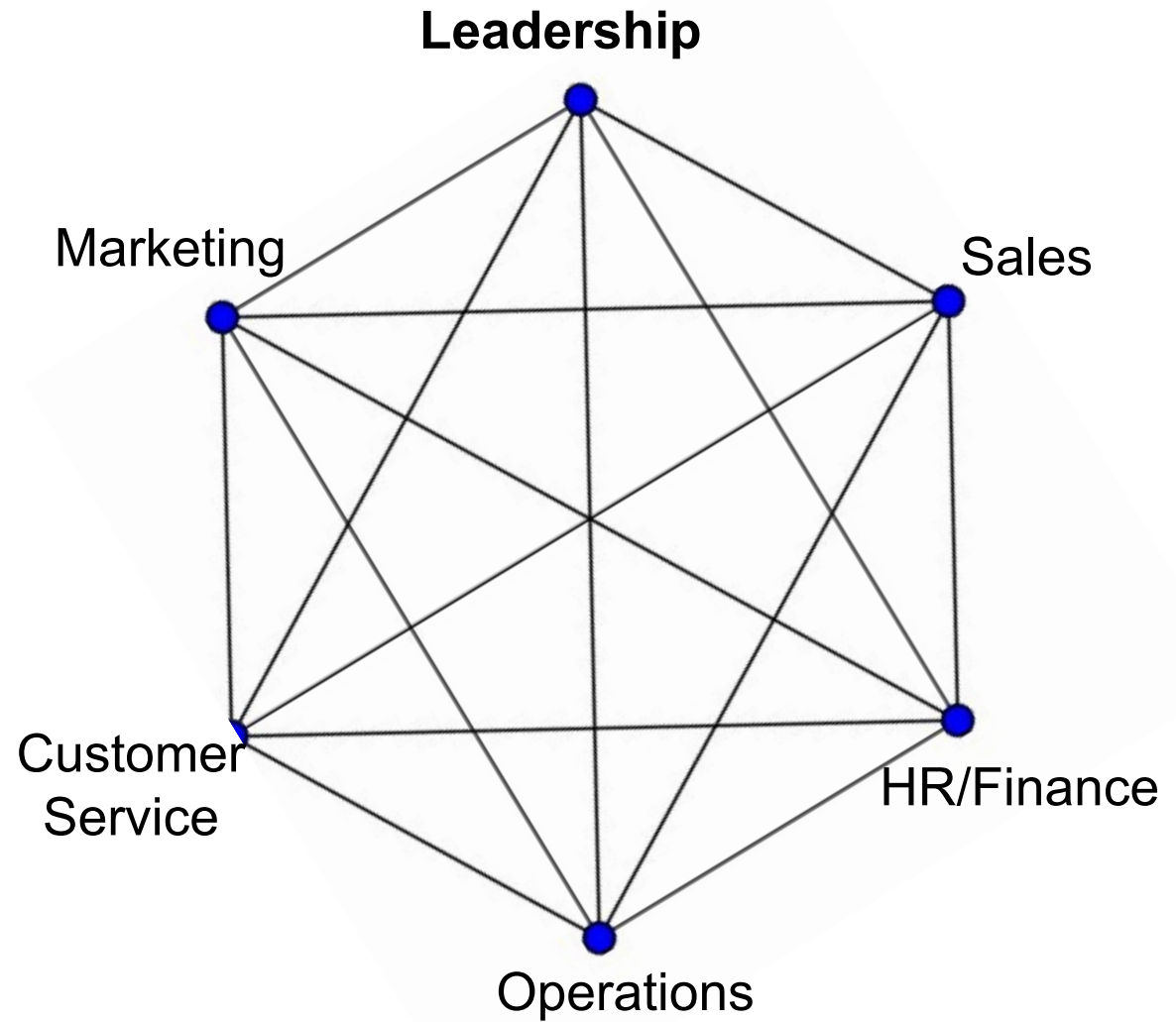
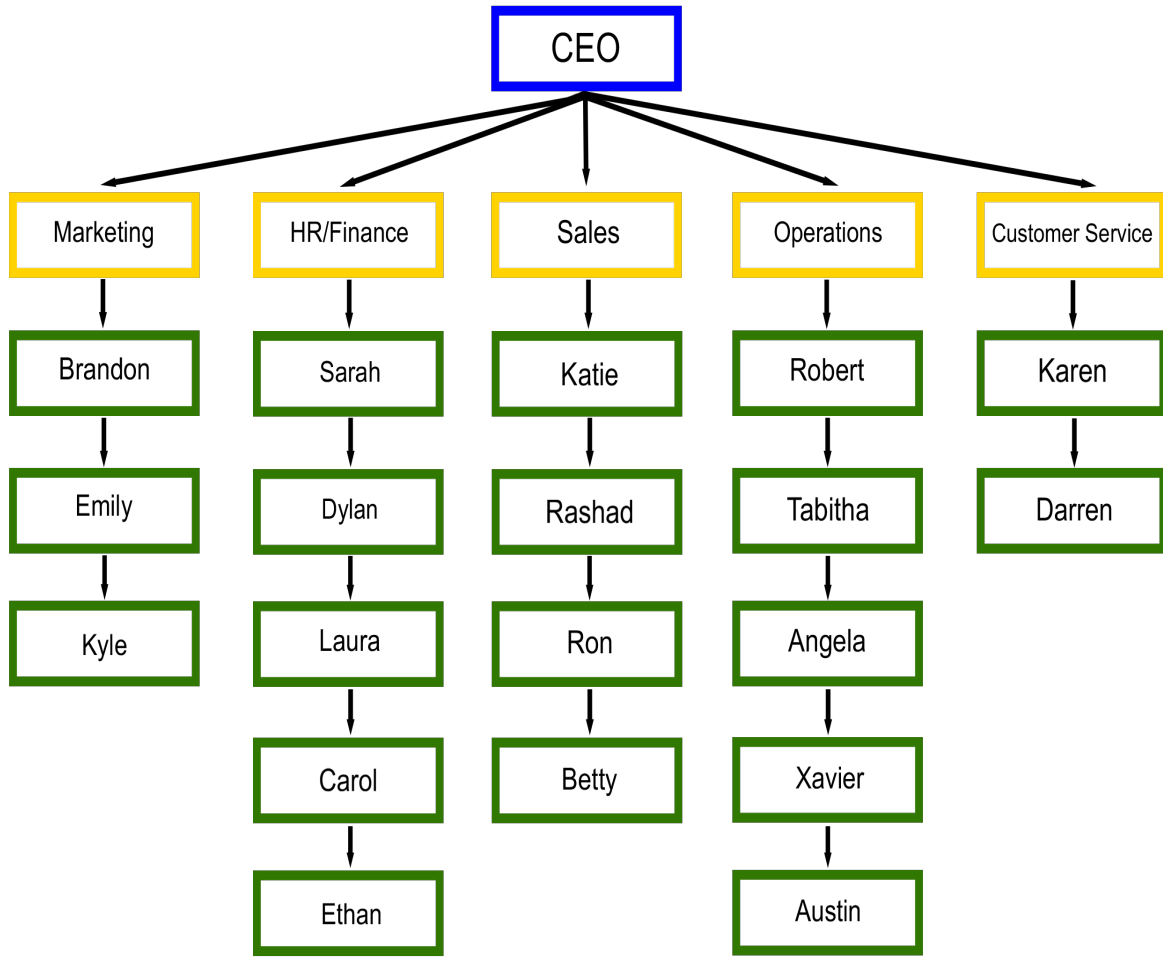
#3

**EMPOWER JAM
DIVES**











developing
decision makers

An Empowerment Approach to Coaching

Lynn Kidman

Featuring Wayne Smith
(former Canterbury Crusaders and current All Blacks coach)

Copyrighted material

Guided Decision Making

WHAT DO
YOU THINK



“When Your Values
are clear, your
decisions are easy”

Roy Disney

Why Empower Jam Dives?

- **79% Engaged**
- **67% More Effort**
- **21% More Profitable**

FAST ATTACK LEADERSHIP



1. Connect to Mission

- Everyone is a Leader
- Fast Attack Mission
- Connect the Wire



2. Take The Shot

- Top 3 Targets / Goals
- 40% - 70% Course Correct



3. Empower Jam Dives

- Ask a Question Back
- Clear on Top 5 Values



#4

**DEFINE YOUR
BRAVO ZULU**



The Commander Submarine Group 9

takes pleasure in commending

Lieutenant (junior grade)
MARC RICHARD KOEHLER
United States Navy

for service as set forth in the following

CITATION

"For outstanding performance of duty while attached to and serving in USS POGY (SSN 647) as Main Propulsion Assistant from May 1990 to May 1991. Lieutenant (junior grade) Koehler consistently performed his demanding duties in an exemplary and highly professional manner. Lieutenant (junior grade) Koehler's forceful leadership and superior technical knowledge contributed significantly to the successful completion of POGY's non-refueling overhaul. As Main Propulsion Assistant, his refreshing ideas, conscientious execution of all assigned tasks, and thirst for accomplishment were instrumental in the timely completion of Engineerroom Steaming, Hot and Cold Operations and the Criticality test program. Lieutenant (junior grade) Koehler's outstanding professional performance and total dedication to duty reflected great credit upon himself and were in keeping with the highest traditions of the United States Naval Service."

L. R. Marsh

L. R. MARSH
Rear Admiral, United States Navy







82%

SAY NOT RECOGNIZED ENOUGH

Maslow's Hierarchy of Needs



Self-actualization

desire to become the most that one can be

Esteem

respect, self-esteem, status, recognition, strength, freedom

Love and belonging

friendship, intimacy, family, sense of connection

Safety needs

personal security, employment, resources, health, property

Physiological needs

air, water, food, shelter, sleep, clothing, reproduction

EMPLOYEES HIERARCHY OF NEEDS



Autonomy &
Development

Cared for & Recognized

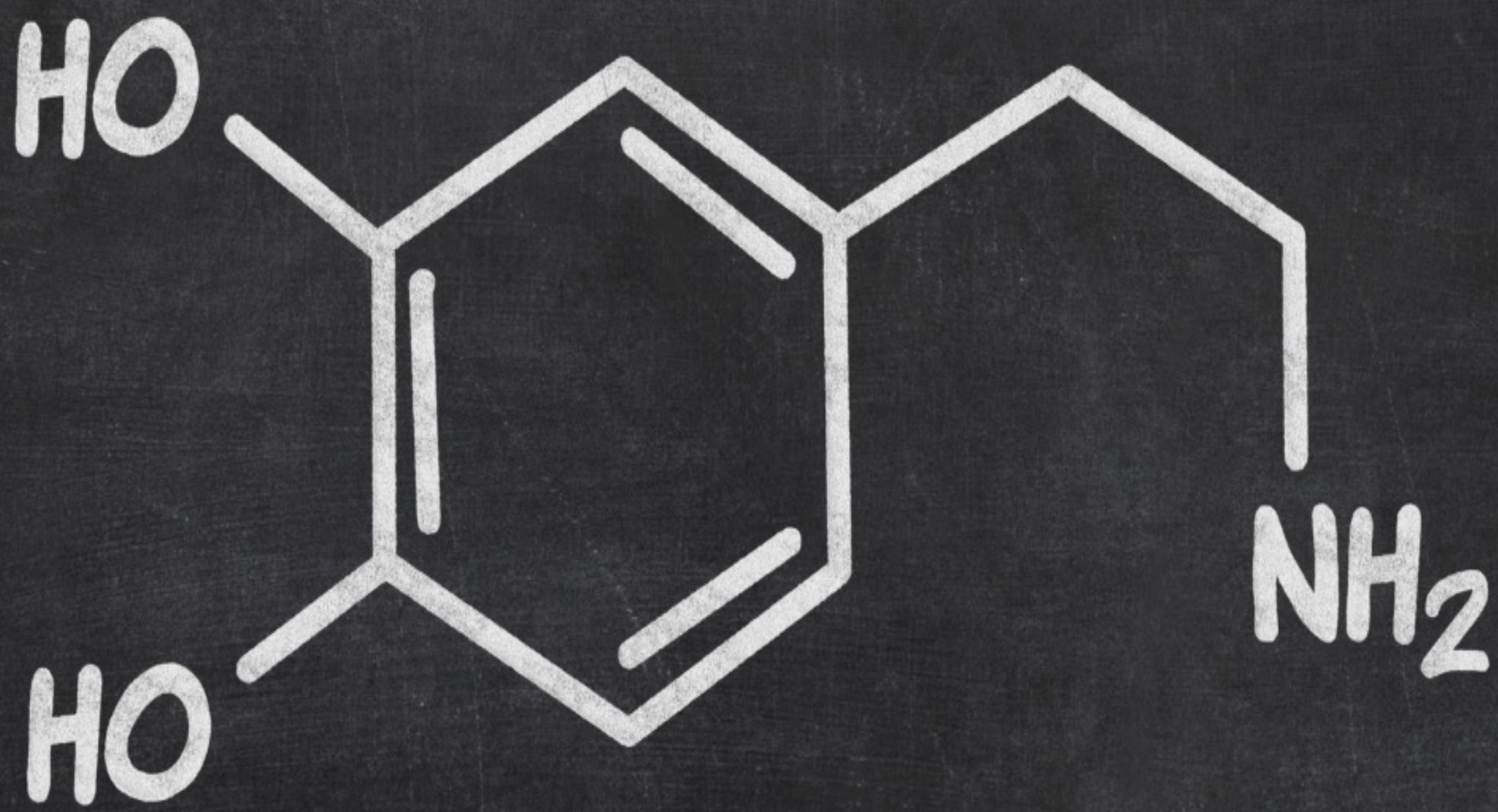
Purpose, Values,
Belonging

Pay & Benefits

Safe &
Secure Job



WHAT HAPPENS?





DOPAMINE RELEASE = FEEL GOOD

**STRENGTHEN
BELONGING &
BEHAVIORS**



92% Repeat

RECOGNITION IMPACT ON ENGAGEMENT





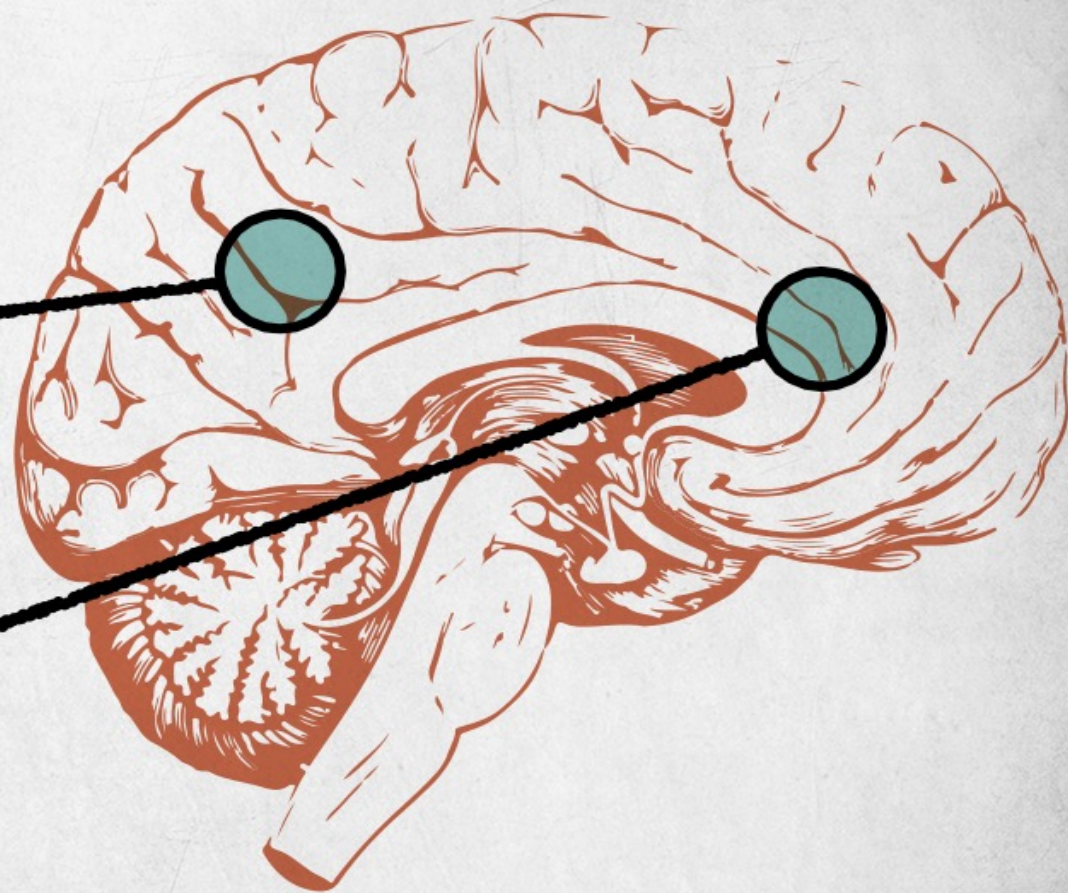
STORYTELLING 101

WERNICKE'S AREA

LANGUAGE COMPREHENSION

BROCA'S AREA

LANGUAGE PROCESSING



YOUR BRAIN ON STORIES

VISUAL CORTEX

COLORS & SHAPES

WERNICKE'S AREA

LANGUAGE COMPREHENSION

OLFACTORY CORTEX

SCENTS

AUDITORY CORTEX

SOUNDS

BROCA'S AREA

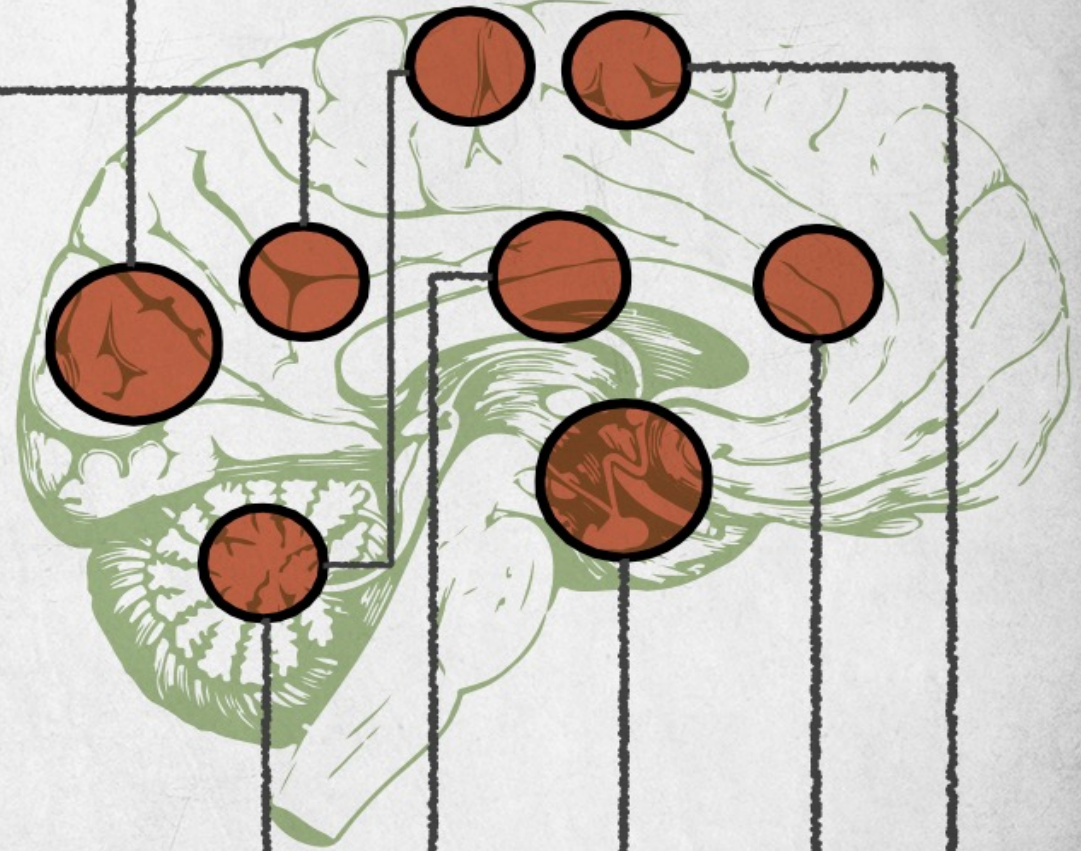
LANGUAGE PROCESSING

MOTOR CORTEX

MOVEMENT

SENSORY CORTEX & CEREBELLUM

LANGUAGE COMPREHENSION





**"MENTALIZING"
REGION**

4 PART STORYTELLING STRUCTURE

HERO

I want to recognize Employee Name(s).

CHALLENGE

Describe the challenge, problem, disruption or goal accomplished.

ACTIONS

Describe specific actions. Use one of the Values in descriptions.

OUTCOME

Describe the result/impact and why the world is a better place.

**ALWAYS, ALWAYS, ALWAYS...
PRAISE IN FRONT OF OTHERS**



85%

**SIMPLE, VERBAL
RECOGNITION**

FAST ATTACK LEADERSHIP



1. Connect to Mission

- Everyone is a Leader
- Fast Attack Mission
- Connect the Wire



2. Take The Shot

- Top 3 Targets / Goals
- 40% - 70% Course Correct



3. Empower Jam Dives

- Ask a Question Back
- Clear on Top 5 Values



4. Define Your Bravo Zulu

- 4 Part Storytelling
- Praise in front of others



#5

**STEADY AS
SHE GOES**





89%

*Communicating
Well Extremely
Important*

9%

*My Leader
Communicates
Well*



***YOU DON'T RISE
TO THE LEVEL OF
YOUR **GOALS**,
YOU FALL TO
THE LEVEL OF
YOUR **HABITS*****

**JAMES CLEAR
ATOMIC HABITS**



DAILY HABIT

- Leadership Development
- 40-70 Decision Making
- Build Culture

The screen displays a project management dashboard with the following sections:

- Corporate Goals - 2015 Q4**
 - Complete: Each employee 50% of Job Description Processes Completed
 - On Track: Integrate and train all employees on Billpack Billing Software
 - Complete: Identify What Conflicts of Interest Are
 - Complete: Create process for organizing client files on z/ Drive
- Litigation Goals - 2015 Q4**
 - Complete: Complete 1 Reg A Filing
 - Complete: Establish 3 new foreign investor relationships
 - Complete: Develop 3 relationships with key influencers in EB-5 space
 - Complete: Develop and Implement Private Placement Memorandum automation software
- Marketing Goals - 2015 Q4**
 - Complete: Hire Senior Litigation Attorney
 - Complete: Attend 2 Industry Conferences and Make 15 Friends Per Conference
 - Complete: Customize Status Report for Paralegal Input to Send to Client Weekly
 - Complete: Create Calendaring System
 - Complete: Finalize Litigation Checklist
- Default Services Goals - 2015 Q4**
 - Complete: Develop Procedures and Templates
 - Complete: 3 Additional Loan Servicing Clients
 - Complete: Create Rate Sheet for Clients (New/GR)
- Strengths**
 - Culture
 - Passionate
 - Expertise
- Weaknesses**
 - Lack of Processes
 - Disorganized
- Opportunities**
 - Adding Value
 - Harness Technology
 - Change Management
- Threats**
 - Technology
 - Non-Linear Disruptive


WEEKLY HABIT



#1 Leadership Activity to Develop Strong Relationships?

1 Meaningful Conversation Weekly

- Goals & Priorities
- Collaboration
- Recognition



85%

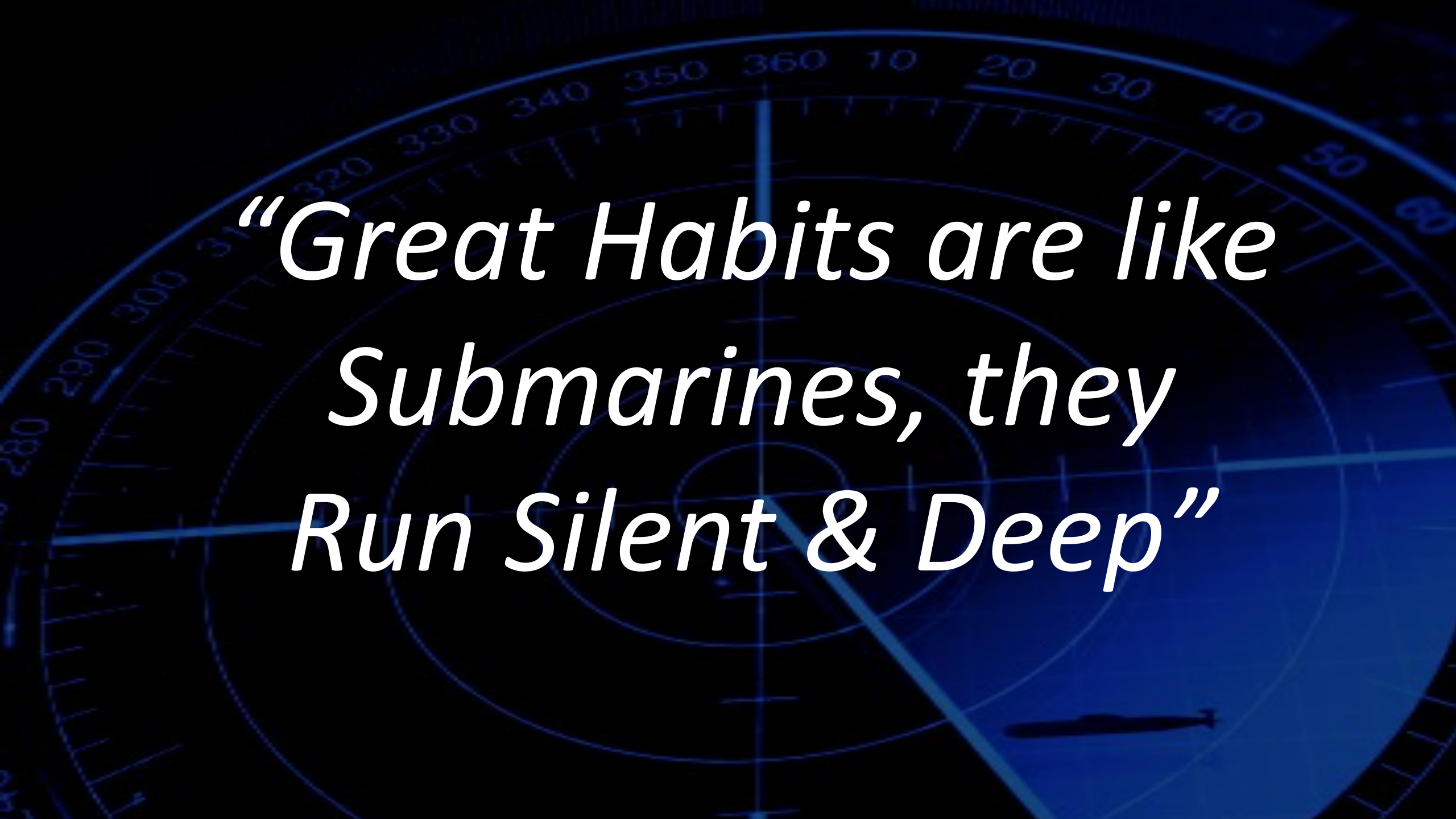
*Most Motivated
with Weekly
Updates*

MONTHLY 1on1 HABIT



3 Communication Habits

- **Daily (15 min)**
- **Weekly (1 HR)**
- **1on1 Monthly (30 min)**



*“Great Habits are like
Submarines, they
Run Silent & Deep”*

FAST ATTACK LEADERSHIP



1. Connect to Mission

- Everyone is a Leader
- Fast Attack Mission
- Connect the Wire



2. Take The Shot

- Top 3 Targets / Goals
- 40% - 70% Course Correct



3. Empower Jam Dives

- Ask a Question Back
- Clear on Top 5 Values



4. Define Your Bravo Zulu

- 4 Part Storytelling
- Praise in front of others



5. Steady as She Goes

- Daily 15 Stand-Up
- Weekly 1HR Leadership
- Monthly 1on1



FAST ATTACK VOYAGE





Discover What's New

Check out the new RC Cars, Trucks, Airplanes, Helicopters and Accessories from Horizon Hobby. All backed by the best service the hobby has to offer.

[SHOP NEW RELEASES](#)



Airplanes



Cars & Trucks



Helicopters



Boats



Radios



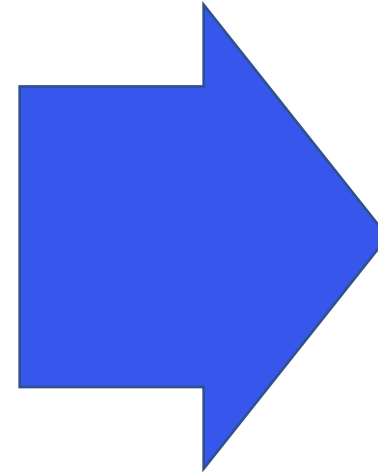
Trains



#1 CONNECT TO MISSION

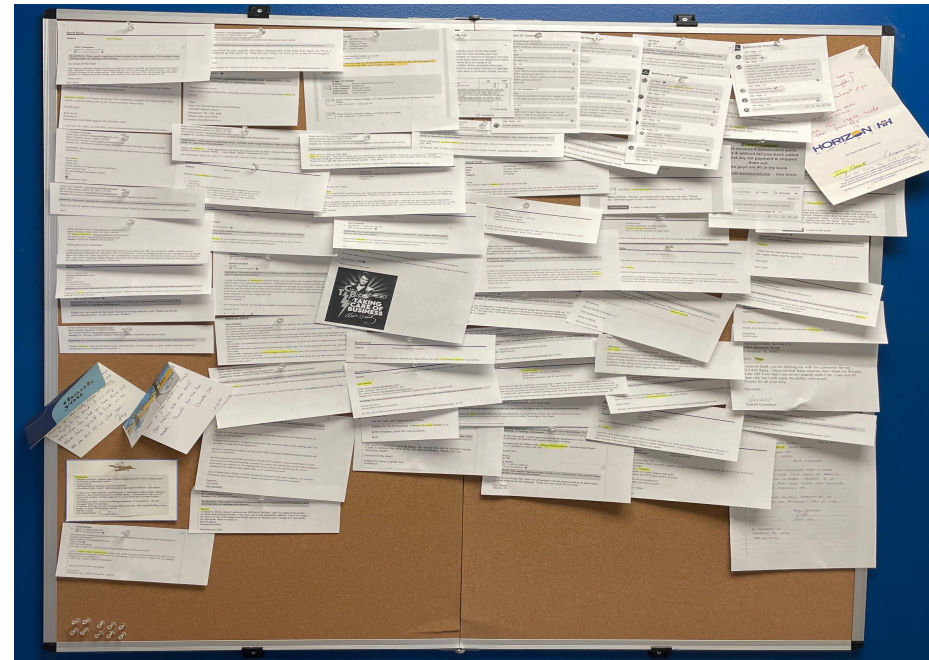
We impact the world for good through the influence of Horizon and our people. We provide an exceptional customer experience through world-class innovation and outstanding support.

13%



**Inspiring Dreams.
Building Memories.**

100%



**#2
TAKE
THE
SHOT**

Sales Goals

- 1 - Rebrand Website ● At Risk
- 2 - LinkedIn > 3,000 Members ● Complete
- 3 - Generate 3 New Clients/Projects ● On Track

Human Resources Goals

- 1 - Update OPS Role Descriptions ● Critical
- 2 - Best Places to Work Application ● At Risk
- 3 - Q3 to Q4 Transition ● On Track

Manufacturing Goals

- 1 - 1,280,542 Units Manufactured ● On Track
- 2 - Visual Plant V1 ● At Risk
- 3 - New Plant Layout Plan V2 ● On Track

Finance Goals

- 1 - Bill \$800K Rev ● On Track
- 2 - Financials by 10th of Every Month ● Past Due
- 3 - Cost Analyze Projects Dashboard ● Critical

Leadership Goals

- 1 - Recognitions Leadership Training ● On Track
- 2 - Read "This is Marketing by Seth Godin" ● On Track
- 3 - 1 on 1 Leadership Development Training ● Critical

Quality Goals

- 1 - Launch QA Program Annual Plan ● Complete
- 2 - Identify/Update KPI's ● On Track
- 3 - Quality Error < 1.25% on Projects ● On Track

40% - 70%

#3
EMPOWER
JAM
DIVES

VALUES



Golden
Rule



Customer
Focused



Innovation



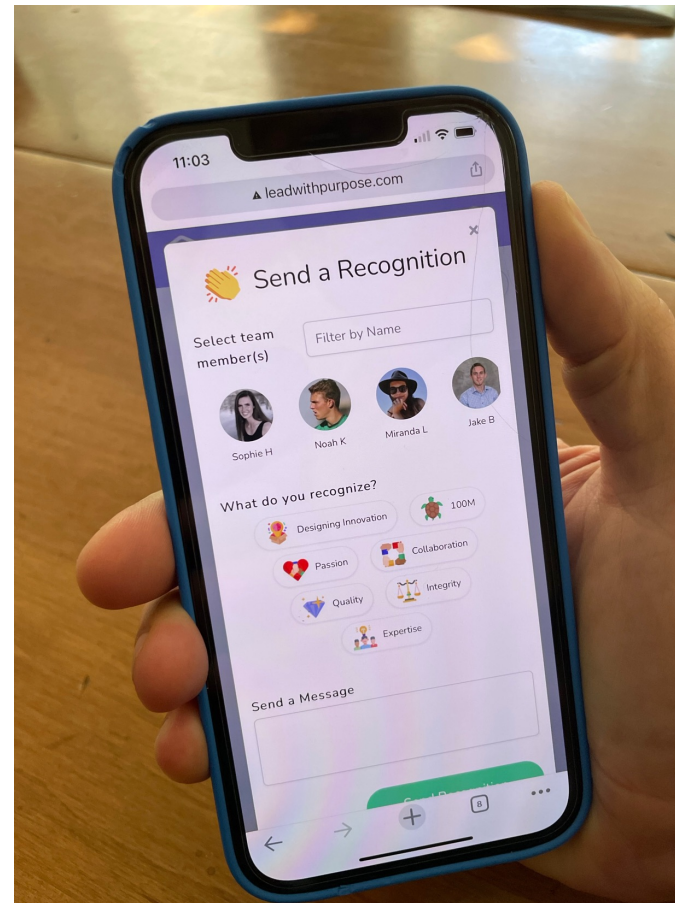
Driven



Team 1st

What do you think?

#4 DEFINE YOUR BRAVO ZULU



12,873 Recognitions

~2 / employee / month

#5

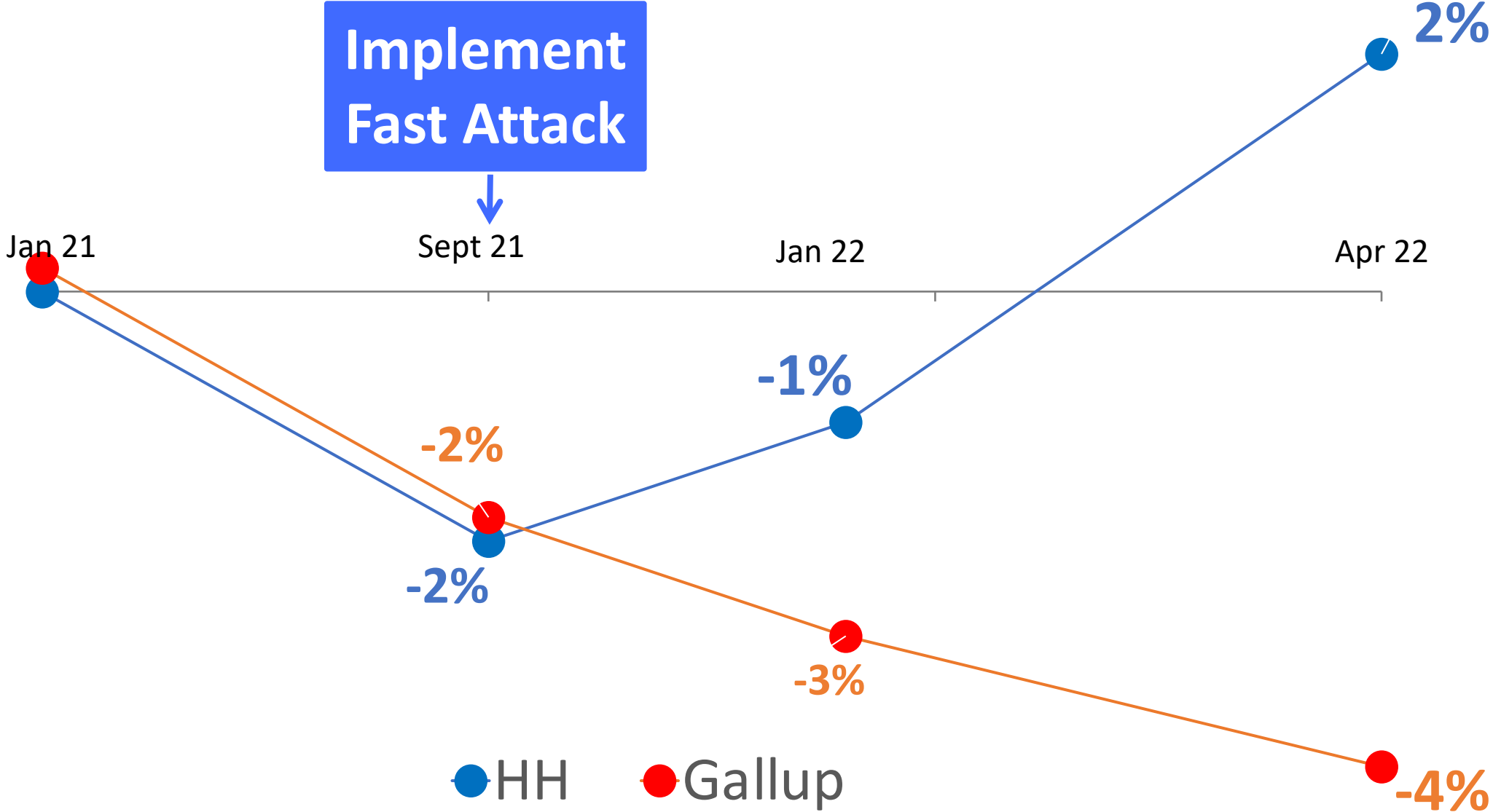
**STEADY
AS SHE
GOES**

Monthly 1on1's

Daily Meeting



EMPLOYEE ENGAGEMENT



IMPACT

*“Engagement increased
6% worldwide.*

*It also significantly
moved forward
our **DEI Program**”*

*Jenni Harris, SVP Employee Experience
Horizon Hobby*



FAST ATTACK LEADERSHIP

