



**The Workhorse Way**  
*Employee Success as a  
Player on a Winning Team*



**Strategy Level Objectives: Positive**

- Establish and reinforcement a positive culture in a divisive social environment.
- Emphasize teamwork as a quality that can and **MUST** override individual conflict and division.
- Establish competitive victory as the avenue to individual success for employees.
- Communicate our commitment to building a championship culture and sharing the fruits.  
Attitude, Individual Performance, Teamwork, Results.

**Strategy Level Objectives: Playing Defense**

- Clearly define the “poisons” that destroy a teamwork culture.
- Clearly communicate a zero tolerance for those poisons.

**Summary of Topics**

- We are playing in the big league. Opportunity is great, competition is intense.
- We are underdogs right now, the job won't be easy, but we know what must be done.
- The fruits of success for employees are job stability, increasing income, and goal achievement
- Must understand that we are playing a team sport, very different from solo sports like golf.
- Teamwork is critical. Today's social divisiveness is poison in the workplace. Must be kept out.
- History Lesson: Labor-Management hostility played a major role in plant closing era.
- Being sure we know the thrill of victory, not the agony of defeat... intro to
- Ingredients of team success: Commitment, Individual Performance, Teamwork, No Unforced Errors
- Commitment to becoming winners. It's a great feeling? **Why not make an excellence decision?**
- **Performance requirements, an effective individual**
- **Performance requirements, an effective team**
- **Playing defense—avoiding finding a way to lose. (Quality control, safety, efficiency, etc.)**
- **A shared commitment to fight the poisons of a loser's attitude and dangerous behavior**  
Examples of dangerous behavior — importance of reporting
- **Let's imagine we're playing in front of a crowd... family, community, CUSTOMERS**
- **Vital importance of meeting customer needs — we are ALL on the sales team.**
- **Three types of employees (1) steady, year-after-year, (2) Goal of advancement, (3) Problems (1) and (2) are okay... three is not. Another kind of poison.**
- **Positioning yourself for career advancement: skills, attitude, positive influence.**
- Role of you supervisor in your progress and success.
- Importance of your ideas and feedback. How to submit (including whistleblowing).

Style Questions:

- Writing level including vocabulary?
- Humor — more, less?
- Okay to minimize legaleze? Separate handbook?  
Example: Whistleblower policy  
Discrimination

Additions, Edits, Deletions?

Dpwnload PP from Dropbox



First Draft—Tentative Training Plans  
**Employee Success Training**  
*Elements of Package*



**PowerPoint**



PHYSICAL VERSION  
Full Version, Slides Only + Additional Notes  
RING BOUND: for reference or study guide



**VIDEOS: Full Presentation**  
**Highlight Version of Full Presentation**  
(key emotional takeaways)  
**Sal Milioto Introduction**  
**Rick Dauch Introduction and/or Close**



Summary Booklet, Core Content.  
Addition Content? Employee Handbook.

**PHYSICAL AND ONLINE VERSIONS**

**Presentation Options**

**BASIC:** Full presentation reviewed by a group, webinar setting, physical or virtual. One Leader

**BASIC with Video "Homework":** Assignment sheet references either full or highlight video. Attendees to be ready to answer basic questions and ask relevant questions.

Small Group, Even One: Discussion heavy, presentation by PowerPoint virtual or printed, or use of booklet. Emphasize teamwork as a quality that can and MUST override individual