

Ace Metal Crafts Company

Building Our Culture through Recruiting and Onboarding



About Ace Metal Crafts Co.

Founded in 1960

16 sheet metal workers pooled their funds to create ACE Metal Crafts

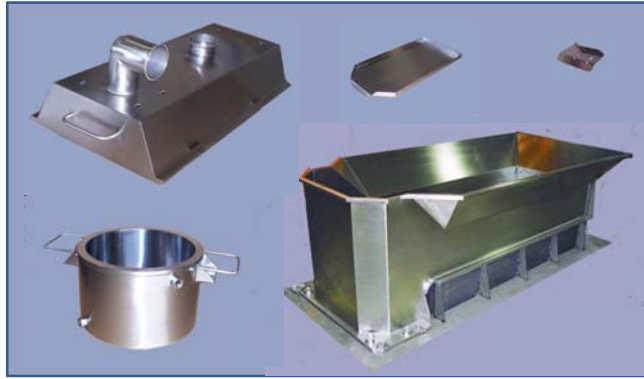
We specialize in:

Stainless Steel Fabrications

Currently have 125 Employees



Custom Stainless Steel Fabrication



Ace Metal Crafts Company



Heroes of American Manufacturing Recognizes
Ace Metal Crafts Company (Bensenville, IL)



Ace Metal Crafts Company - Culture



5 Presentation Template

Ace Metal Crafts Company - Culture

Living the ACE values

An illustration of five people standing in a row, each holding a sign that represents one of the ACE values: Trust, Respect, Care, Clarity, and Discipline.

Trust	Respect	Care	Clarity	Discipline
I do what is expected of me. I communicate kindly and truthfully.	I promptly return what I borrow. I share my knowledge. I keep my workplace clean and safe.	I listen. I express my gratitude and appreciation of others.	I ask for the information I need to do my job well. I provide clear information and expectations.	I follow or improve the standardized operating procedures and work instructions. I handle, solve, and/or report problems.



6 Presentation Template

Ace Metal Crafts Company - Culture

Purpose: Inspire and connect with People to unleash their potential.



Develop Conscious Leaders



- I am self aware
- I am others focused
- I am a reflective listener
- I am transparent
- I am a coach
- I know my impact on others
- I have good relationships
- I set clear expectations and accountability.

Maintain Consistent Open Communication



- I attend:**
- Monthly Financial Mtgs
 - Bi-Monthly Value Stream Map
 - Quarterly Company Mtgs
 - Daily Team Huddles
 - Performance Conversations

Recognize People



- Recognize:**
- Great Ideas
 - ACE Heroes
 - Safety
 - Anniversaries
 - Birthdays

Reward



Trust Based Culture



Psychologically Healthy Organization



Ace Metal Crafts Company - Culture

Leadership Development



Personality Assessments



EXECUTIVE COACHING



Leaders as Coaches

- Unconditional positive regard
- Focus is on desired future path
- Shining a light on blind spots
- Getting unstuck
- Curious questions
- Unfiltered listening



Emotional Intelligence

- Hero's Journey
- Self Awareness
- Know your shadow
- Radical Acceptance
- Conscious Thinking Tools
- Know our own mental map



Ace Metal Crafts Company - Culture

- Trust-Based Culture - Created Intentionally
- It Takes Work – Focus and Commitment to Keep it Going vs. Luck
- Proof it Works – Won APA award for Psychologically Healthy Workplace



AMERICAN PSYCHOLOGICAL ASSOCIATION

Criteria:

- Employee involvement
- Health and safety
- Employee growth and development
- Work-life balance
- Employee recognition



Psychologically Healthy
Workplace Awards



9 Presentation Template

Ace Metal Crafts Company - Recruiting

- Shift in our Thinking
 - From Event/Adhoc Approach to Standardized Continuous Hiring Process
 - Last Year ACE Hired 29 New Team Members, this Year We will Hire 29 More
- ACE Team referrals, Skill Scout, Agencies, Recruiters, Ads



10 Presentation Template

Ace Metal Crafts Company - Recruiting

- Very Similar to Sales and Marketing...
 - *Recruiting – like prospecting looking for the right fit*
- Selling the Company vs. the Job/Position
- Applying Lean/Continuous Improvement to Recruiting and All HR Functions
 - *Lot of waste in the process to lean*



11 Presentation Template

Ace Metal Crafts Co. - Onboarding

- Shift in our Thinking
 - *From Orientation Event to Standardized Onboarding Process*
- ACE takes a Comprehensive Approach
 - *From Welcome thru Training*
 - *Create by Position*
 - *Team Involved in Planning and Executing it*



12 Presentation Template

Ace Metal Crafts Co. - Onboarding

Mon - February 12		
Conf. room	8:00	On Boarding Meeting
Deb & Kasia		
Deb/Keith	10:30	Team Introduction Job Description Orientation Schedule Review
Ryan	11:30	Lunch with Ryan
Keith	1:30	Operations Strategy/Vision
Deb/Keith	2:30	Strategic Plan, Org. Chart Settle in work space
Deb/Keith	4:00	Meet the 2nd shift/Recap Answer questions



Ace Metal Crafts Company - Q&A

