

# Own Your Future: Career Readiness for Operations & Supply Chain

***Welcome!***



**Ashley Pridon**

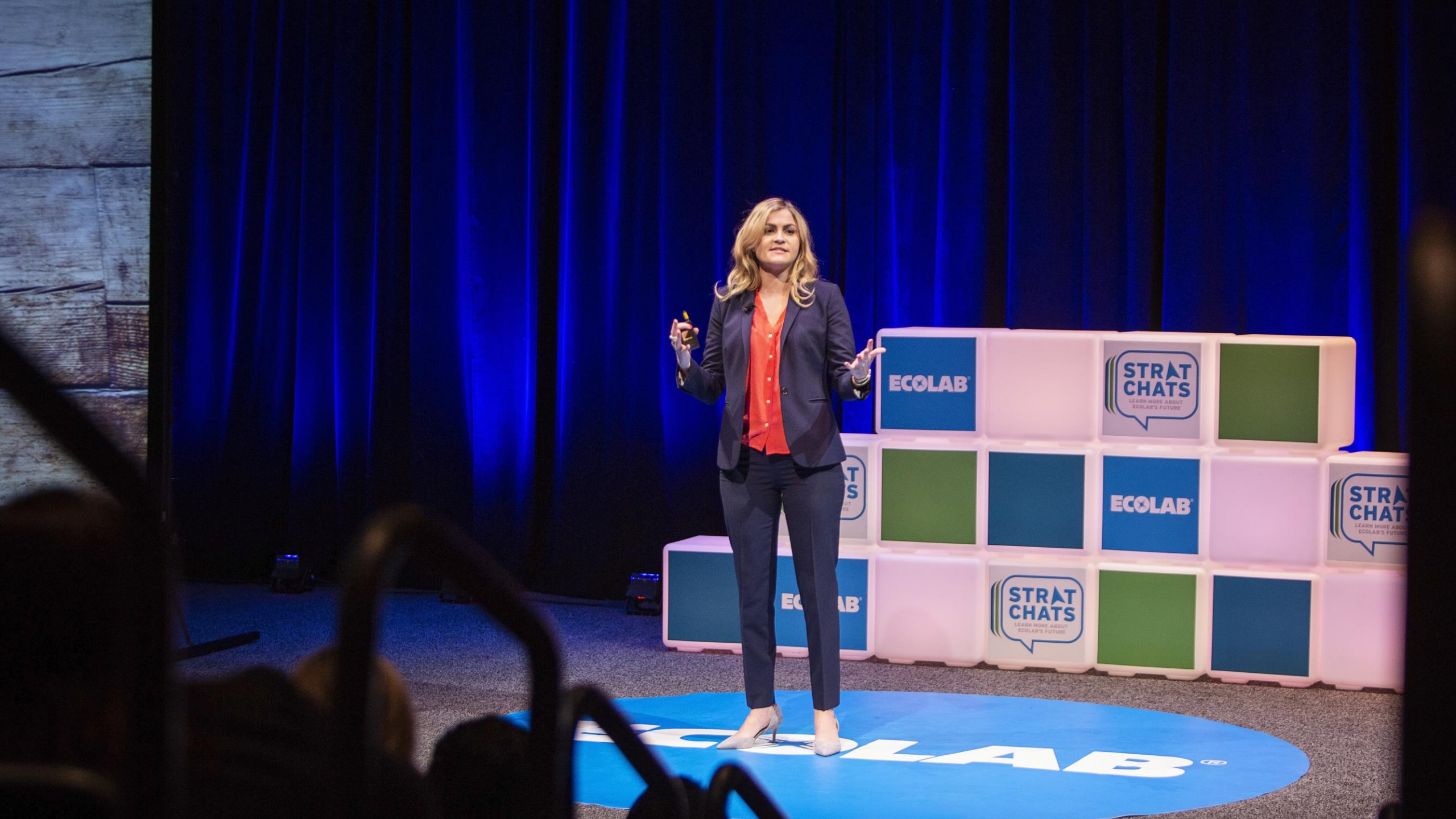
***EcoLab Vice President of Global QSR***

***McDonald's***

# Own Your Future

Ashley Pridon, VP Corporate Accounts  
QSR – McDonald's





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CHATS

LEARN MORE ABOUT  
ECOLAB'S FUTURE

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**ECOLAB®**  
 Vice President – QSR  
 BA Biology / Chemistry  
 MBA – Entrepreneurship &  
 Intl Business, Kellogg

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**RD&E**

Lab Coordinator  
 Technical Account  
 Manager

QSR Technical lead  
 for Global McDonald's

 Greensboro, NC



**MARKETING**

Marketing Associate

QSR Customer  
 Marketing lead for  
 Global McDonald's



**CONSULTING**  
 Global Supply Chain  
 Consulting

Outsourced supply  
 chain management of  
 50+ global equipment  
 suppliers for  
 McDonald's

 Chicago, IL  
 Hong Kong

Northwestern  
**Kellogg**  
 School of Management

**ECOLAB®**

**REGIONAL  
 SALES**

AVP Corporate  
 Accounts

Western US  
 CAM lead  
 for McDonald's;  
 \$30M

 Hermosa Beach, CA



**ECOLAB®**



**NATIONAL  
 SALES**

VP Corporate  
 Accounts

US Account lead for  
 McDonald's; \$90M

 Chicago, IL

**ECOLAB®**



**GLOBAL  
 SALES**

VP Global Accounts

Global Account lead  
 for McDonald's;  
 \$200M



**CATALYST**  
 WORKPLACES THAT WORK FOR WOMEN

**Executive  
 Management**

Global GM

DEI Board Member

2007

2 years

2.5 years

6 years

2.5 years

1 year

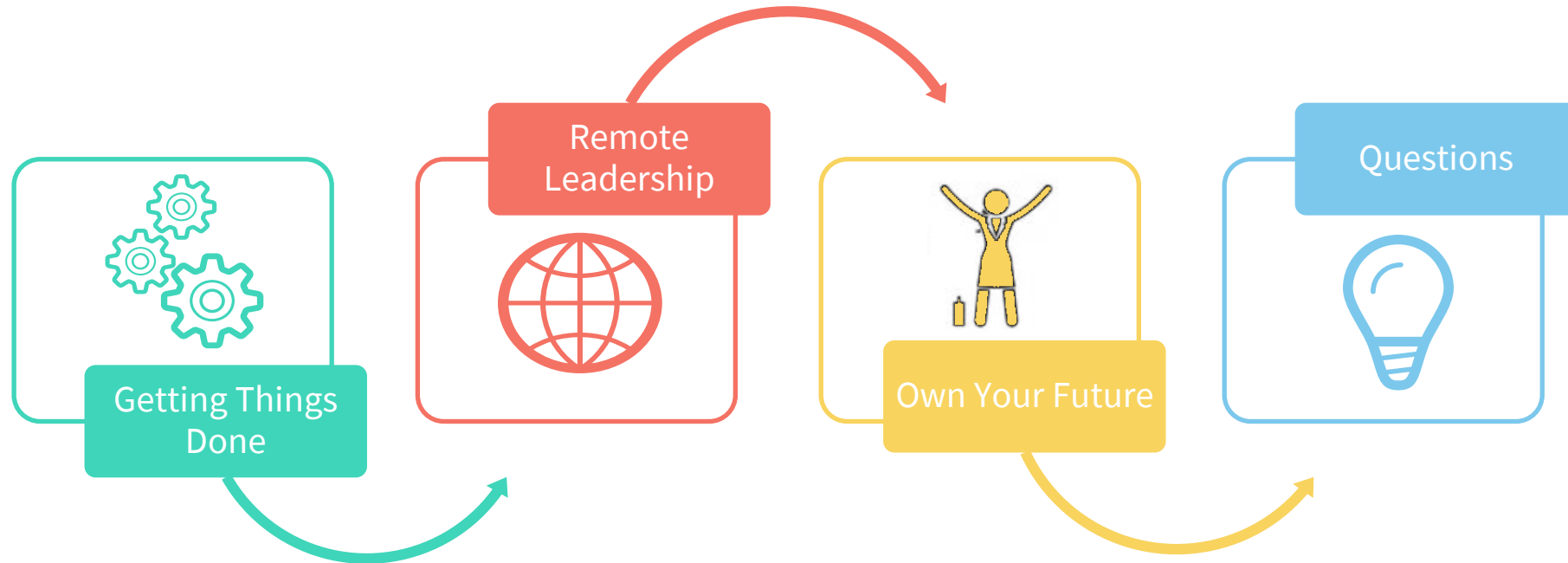
PRESENT

Future Aspirations

**My Values:**

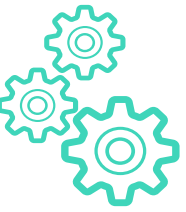
**RESPECT, INTEGRITY, PASSION**

# LESSONS LEARNED



# GETTING THINGS DONE IN MATRIX ORGANIZATIONS

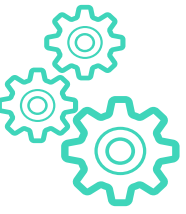
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1. Visualize Your Process
2. Define Success
3. Engage All Stakeholders
4. Establish Clear Roles / Responsibilities
5. Over Communicate

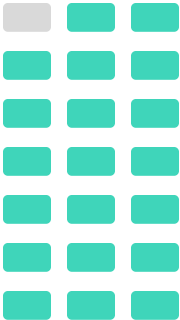
# WHAT NOT TO DO

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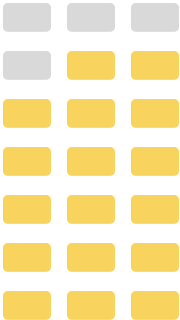
- X Knowingly or unknowingly omit key stakeholders
- X Create an inflexible process
- X Overcommit – especially on timing
- X Push forward without stakeholder buy-in
- X Lose control of the process
- X Lose focus on true priorities – allow scope creep

# REMOTE LEADERSHIP IS THE NEW NORMAL



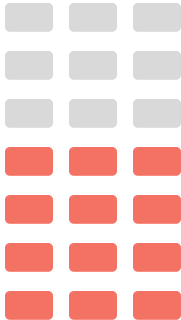
99%

Organizations with remote employees



88%

Virtual workplaces require extra leadership effort



70%

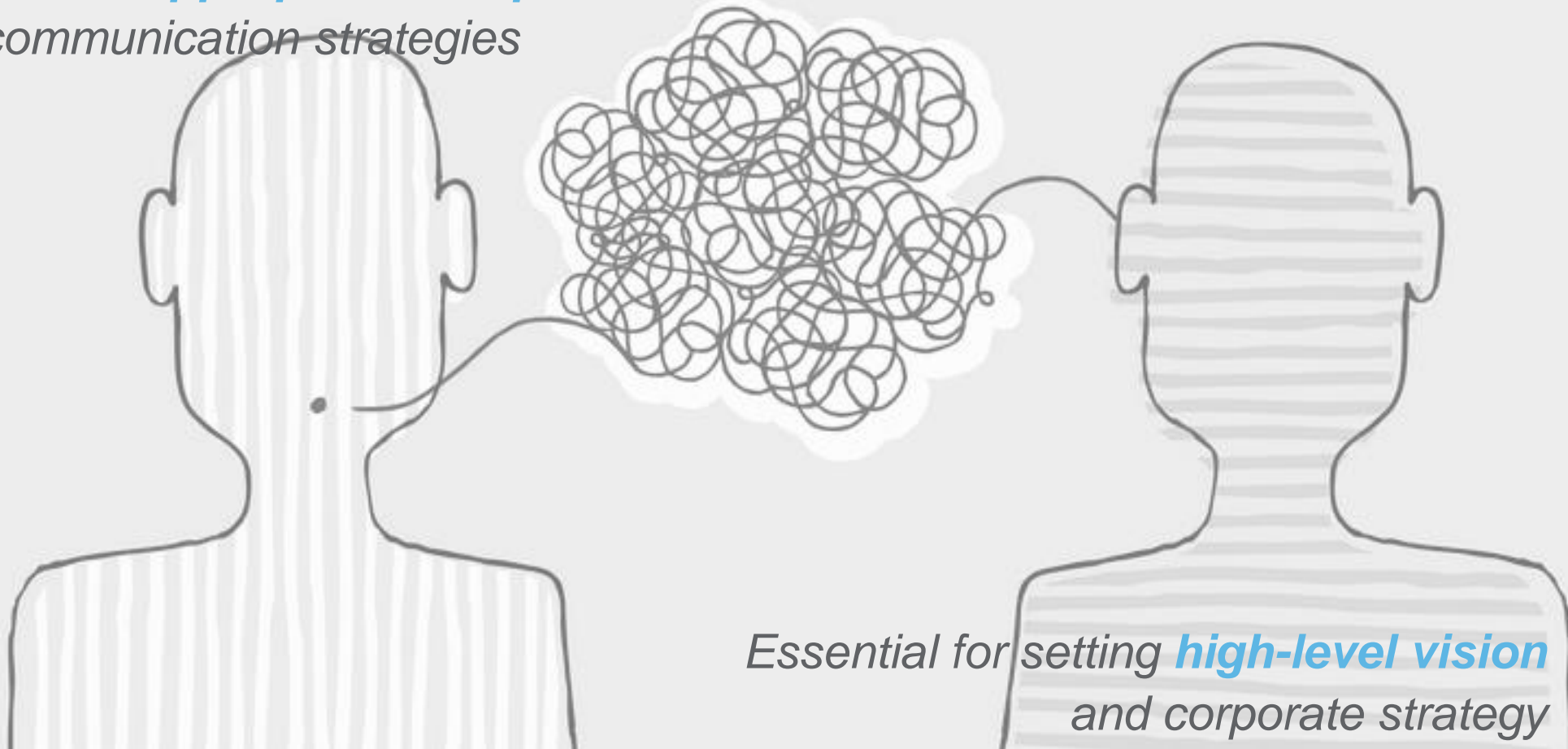
No virtual workplace training



# EFFECTIVE COMMUNICATION



Leading remote employees or teams is nearly impossible without **appropriate** and **polished** communication strategies



# PRACTICAL TOOLKIT FOR VIRTUAL COMMUNICATION



Target 60/40 blend of voice/face time vs. email



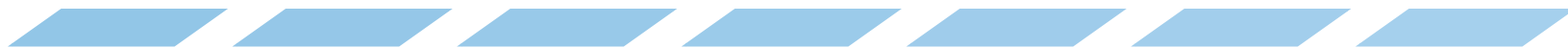
HALT Rule: Hungry, Angry, Lonely, Tired



Create a communication charter



Be mindful of time zones



# THE IMPORTANCE OF CULTURE

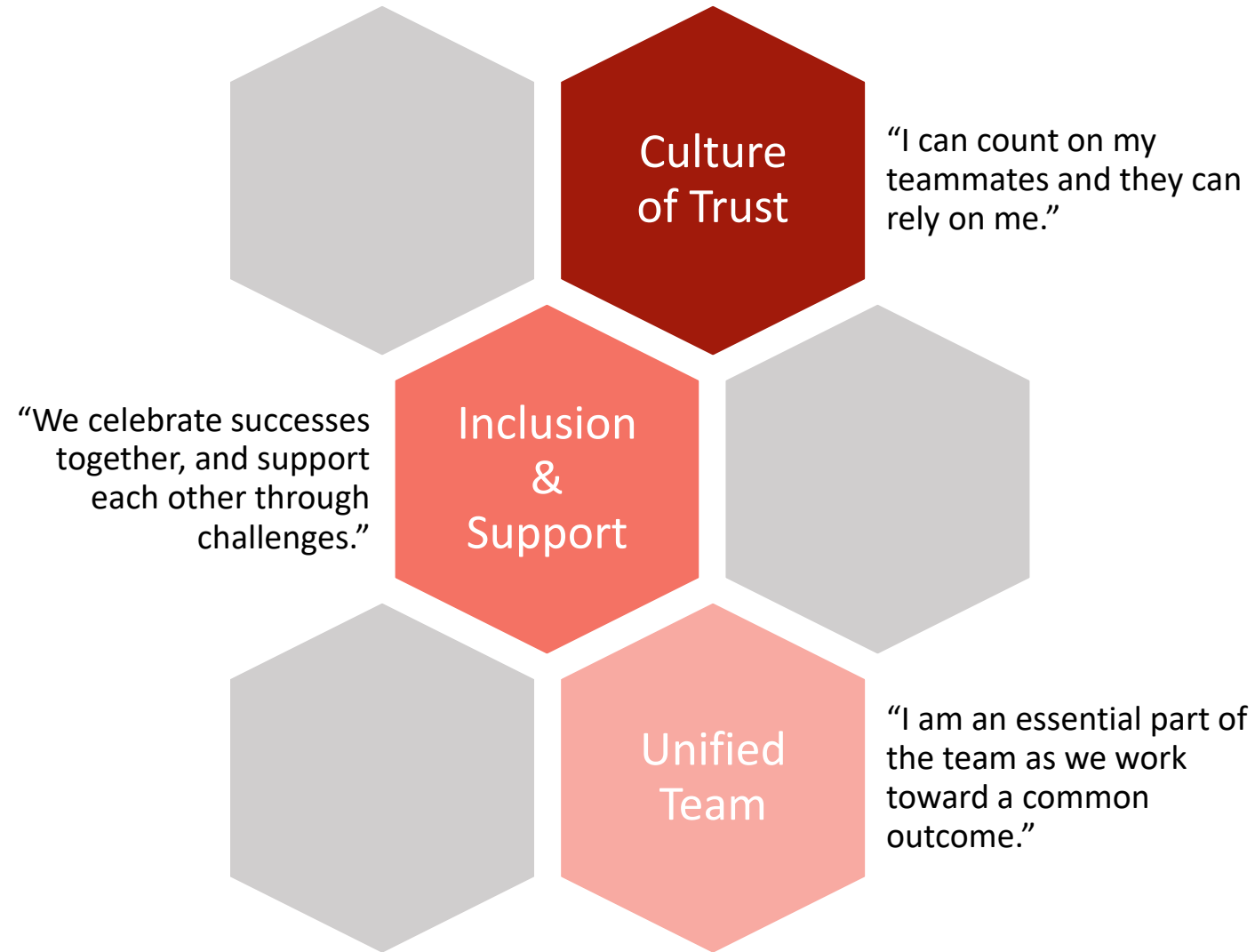


*“Communication on virtual teams is often **less frequent**, and always is **less rich** than face-to-face interaction, which provides more contextual cues and information about emotional states — such as engagement or lack thereof.”<sup>1</sup>*

***Personal connection and relatability matter.***

Therefore, it is critical for ***leaders of teams and organizations to build and develop strong relationships between team members.***

# BUILDING BLOCKS OF STRONG TEAMS



# PRACTICAL TOOLKIT FOR VIRTUAL TEAM BUILDING



Introductions and Photos



Meeting Greetings & Icebreakers



Birthday Calendar



Virtual Water Cooler



Virtual Happy Hour



1-on-1 Meetings



# VIRTUAL DEVELOPMENT



*“If you are a leader, you can no longer avoid **distance management**: You can only choose to do it well or do it poorly. [Those] who do it well will offer a tremendous **competitive advantage** to the operations they lead. Those who do not may watch the unraveling of both their organizations and their careers.”*

Kimball Fisher and Mareen Duncan Fisher, *The Distance Manager*

# PRACTICAL TOOLKIT FOR VIRTUAL DEVELOPMENT



Communicate regularly



Give frequent feedback



Praise & recognition



Trust them to deliver



Feel part of the team



Promotions/career development



# ADDITIONAL TOOLS FOR ENHANCING ENGAGEMENT



Communication: Hall, Calliflower, HipChat, Campfire, Google Hangouts, Skype



Project/Task Management: BusyFlow, Nozbe, Pivotal Tracker, Huddle, Yammer, Trello, Basecamp



File Management/Sharing: NomaDesk, YouSendit, ReaddleDocs, GlassCubes, MediaFire, Box, Dropbox, Google Docs





# MY REMOTE LEADERSHIP GUIDE



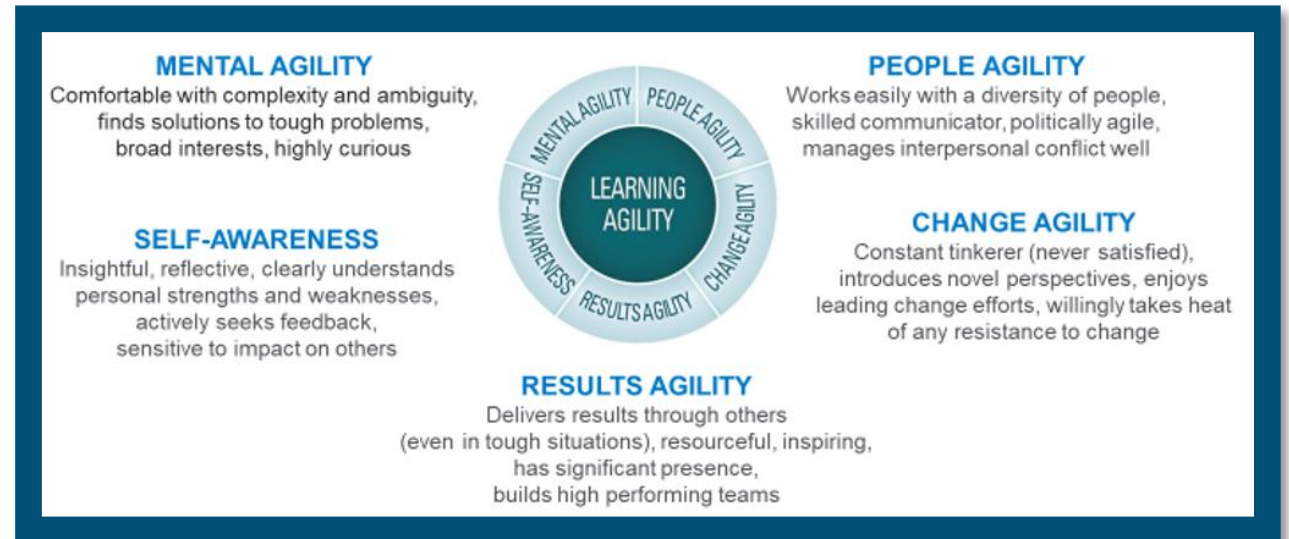
# YOUR JOURNEY



# OWN YOUR FUTURE: THRIVING RATHER THAN SURVIVING



- ▲ Own Your Voice
- ▲ Invest in Learning Agility
- ▲ Make Networking A Priority
- ▲ Don't Sweat the Small Stuff



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# PARK SQUARE THEATRE



THEATRE



Welcome to the Proscenium Stage!  
The Andy Boss Thrust Stage Entrance is to the right  
Use doors marked HAMM BUILDING and go down to the Lower Level.

DPM SERVICE SOLUTIONS  
612-8...  
THE CLEAR ADVANTAGE  
CLEAR TEK  
CLEAR WALLING  
CLEAR A/V  
CLEAR  
BURN/VENTILATION  
CLEAR DEV

# Questions?

