

Bold Steps Vision Canvas

Our Future Vision

Achieve solid financial independence allowing us to attract and retain the best talent and deliver the highest quality products to our customers



Our Organizational Characteristics

Execution owned at right level

Doing the Right Stuff Right

The Right People in the Right Roles

Our 5 Bold Steps

Enablers

- Desire and commitment to change
- Junior Management team
- Allowing people to leverage their strengths in the right roles

1. Refocus role of CEO and senior management team to leverage our strengths and improve ability to execute our strategy
2. Establish clear roles/responsibilities and expectations across the entire organization (starting with those in leadership positions) and implement mechanisms to hold people accountable
3. Reorganize/upgrade leadership structure and capabilities for our manufacturing organization starting with EWL
4. Establish a rigorous process to plan key initiatives (including realistic estimates of time and effort required) and allocate the resources required to successfully execute
5. Establish and adhere to quality standards and associated quality control processes for all products that we manufacture

Risks

- Gaining full alignment with CEO
- Obtaining organizational support for new manufacturing leadership
- Running out of time and financial resources
- Finding and developing the required management talent