



# **ALEXANDRIA INDUSTRIES**

**How to Grow Your Company Leaders**

Enterprise Minnesota

March 24, 2016



# Alexandria Industries

**Established in 1966**

**Privately held**

**650 employees**

**7 divisions**

**ISO 9001:2008**

**310,000 square feet**

**(40,000 sq. ft. expansion Spring 2016)**

**Single source supplier**

**Market driven supplier**

**Value added capabilities**

**Locations in Minnesota,  
Texas & Indiana**





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# Alexandria INDUSTRIES



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## Alexandria PRECISION MACHINING

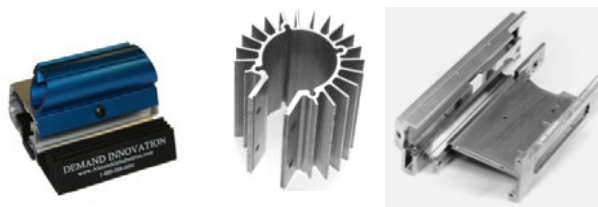


Minnesota



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## Alexandria EXTRUSION



Minnesota, Indiana & Texas  
(North) (MidAmerica) (South)



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## Alexandria FINISHING



Minnesota



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## Alexandria PLASTICS

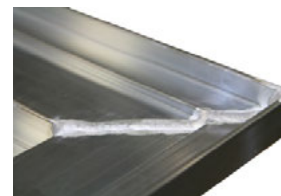


Minnesota



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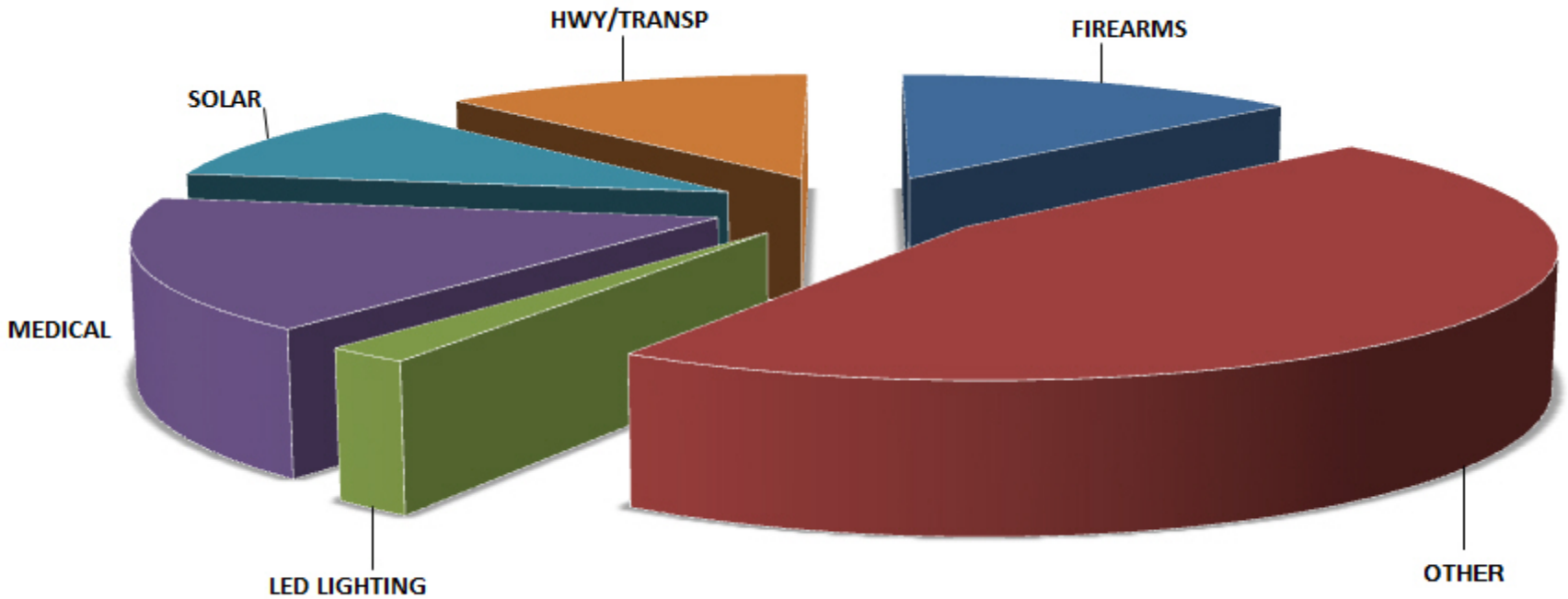
## Alexandria WELDING



Minnesota



# Our Markets





# Purpose Statement

People making a difference by providing innovative manufacturing solutions to create a safer, healthier, happier and more productive world for our families, customers and communities.

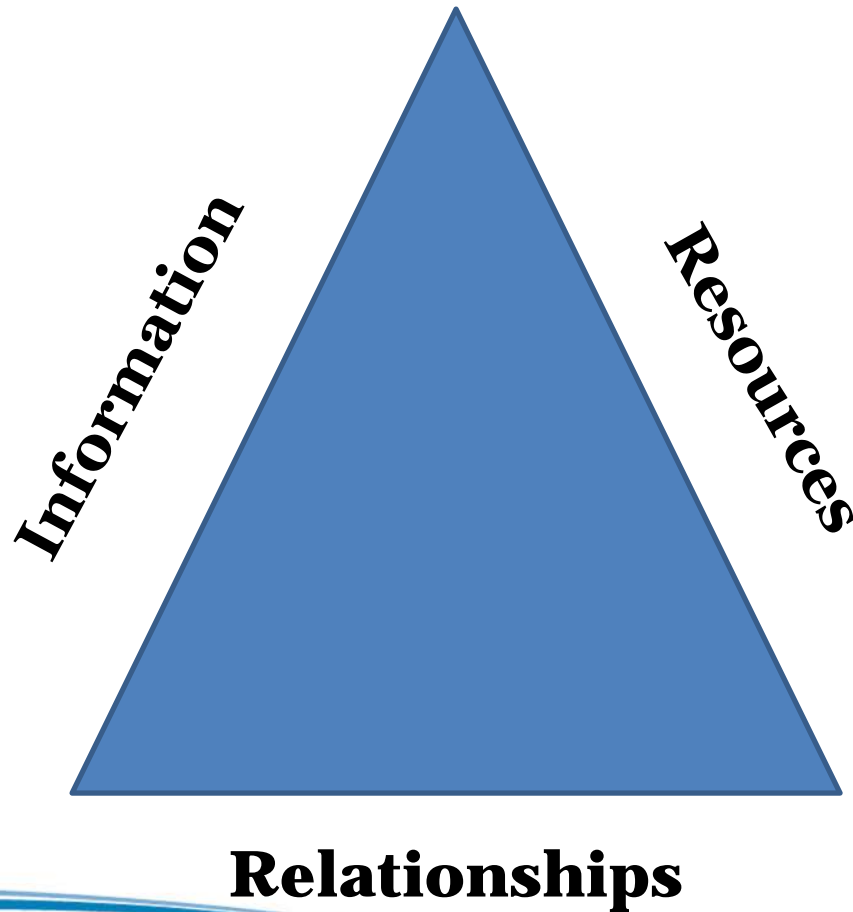


# Our Core Values and the behaviors that will guide our actions

- **Integrity**
  - *We will always do what is right.*
- **Faith**
  - *We will look to God for His guidance, direction and wisdom.*
- **Mutual Respect**
  - *I will treat others as I want to be treated!*
- **Commitment to Excellence**
  - *We will deliver the highest value to our customers and stakeholders, setting new industry standards for others to follow.*
- **Employee Well-Being**
  - *We will take pride in providing an enjoyable work environment, a company that others respect and admire, and a world made better by our actions.*



# Leadership requires mastery in three fields



Servant Leadership

Values

Competencies






# Selection Process

- **High Performers**

- Immediate return on investment

- **High Potentials**

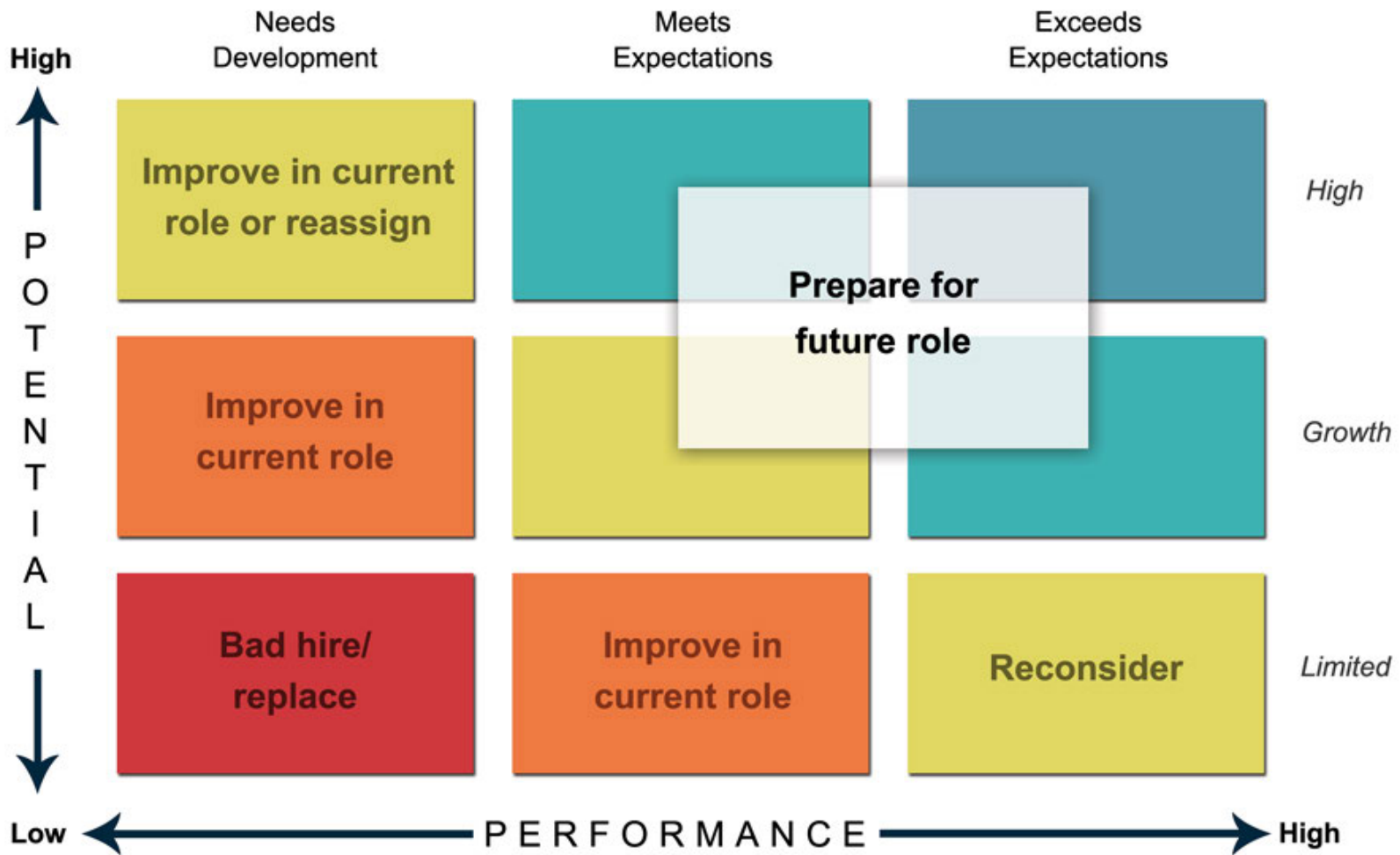
- Demonstrate high-level contributions
- Organizational values 
- Potential to move up to an identified position within a given timeframe
- Potential to assume greater responsibilities



# Learning Agility

- People agility
- Results agility
- Mental agility
- Change agility





# LEADERSHIP DEVELOPMENT

## Building from the inside out



Leadership  
Essentials

Leadership  
101

Leadership  
Academy

Leadership  
Masters





# Leadership Essentials

- Company policies and procedures
- Documentation, coaching and discipline
- Preparing for and conducting interviews
- Preparing for and conducting performance reviews
- Developing trust and respect in the workplace
- Team Building
- Eliminating workplace negativity

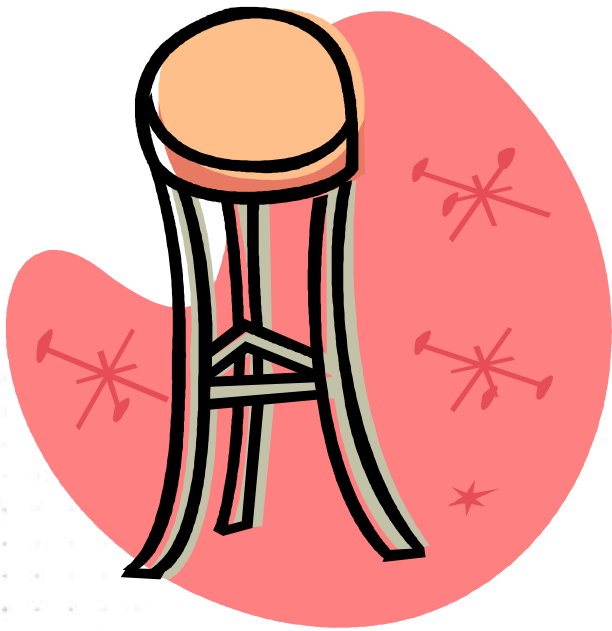


# Leadership 101

- MBTI
- Strengths Finder
- Servant Leadership
- Business Etiquette
- Building relationships through better communication
- Conflict Communication
- Building Trust



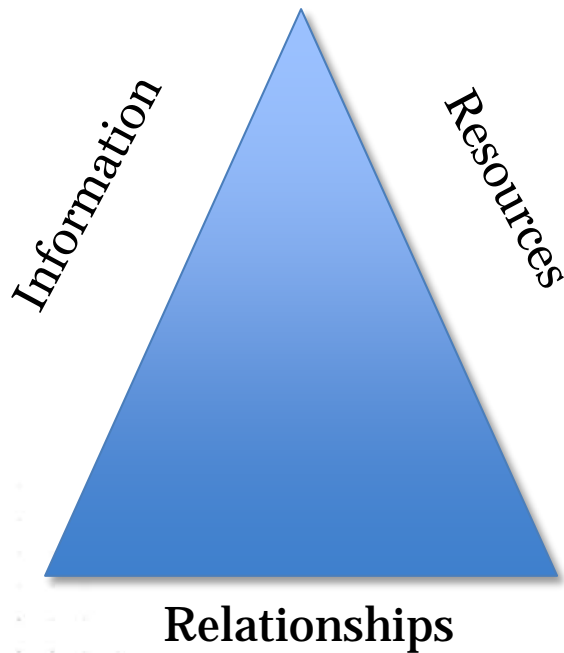
# Leadership Academy



- Education
- Coaching
- Application

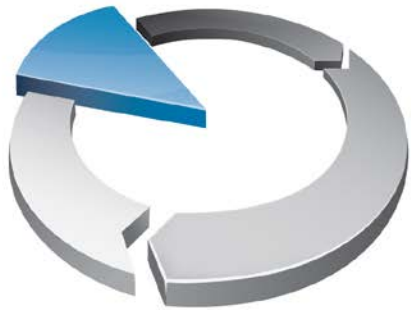


# Leadership Masters



- Strategic
- Customized
- Succession Planning
- Executive level business project





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# Alexandria

## INDUSTRIES

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