

The background of the slide is a collage of industrial images. In the center, a worker wearing a white hard hat, safety glasses, and a high-visibility orange and yellow jacket is looking down at a tablet. Surrounding this central figure are various industrial scenes: blue electric motors, large metal gears, and complex piping systems in a factory setting. The entire image is overlaid with a white geometric grid pattern.

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Reliability

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## Culture

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Can it be changed?

Best Practices Webinar Series

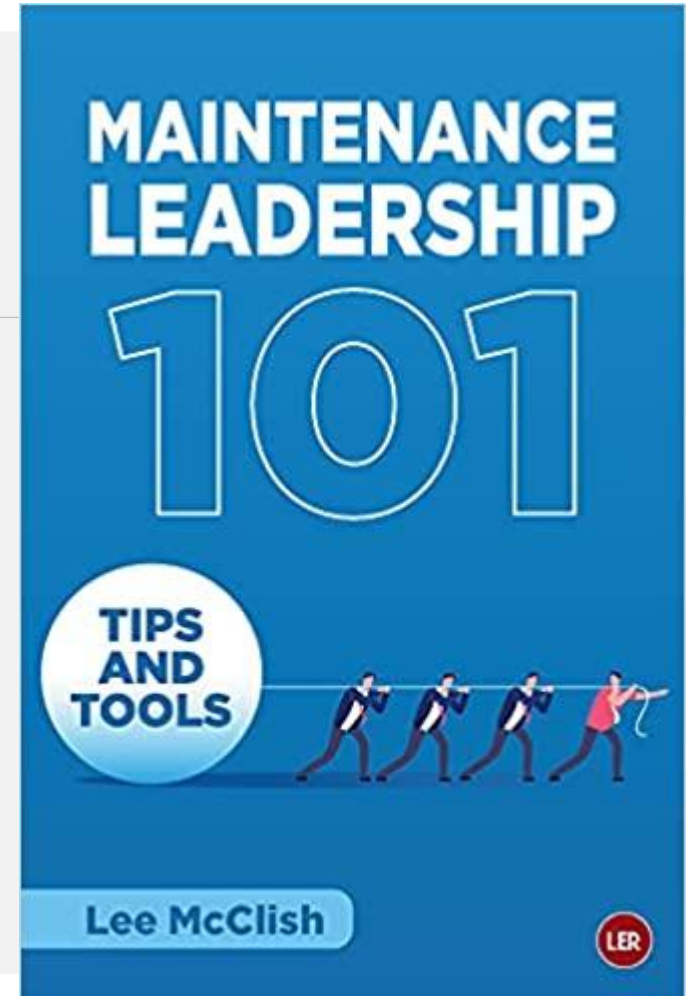
# Meet the Speakers



## Lee McClish

*Director, Maintenance and Reliability*

- Previous positions held with BASF, Graphic Packaging and Packaging Corporation of America as a Reliability or Maintenance Engineer and RCM or Production Manager.
- Served 30 years in the US Navy as a Submarine Officer.
- Holds a BSME, MBA, CMRP, CRL, CPMM.
- Author of the book “Maintenance Leadership 101” published through Reliability Web. Available on Amazon.



## POLL QUESTION No. 1



How would you characterize your plant's or company's culture?

(Click only one answer)

- Outstanding
- Improving
- Tolerable
- On life support

# Agenda

- **Definition**
- **Major Influences**
- **Positive Improvements**
- **Examples**



## Definition

Webster – the customs, arts, social institutions and achievements of a particular nation, people or other social group.

## POLL QUESTION No. 2



What group has the largest impact on site/company culture?

(Click only one answer)

- Corporate
- Site/Plant Upper Management
- Department Managers and Supervisors
- Employees at the deck plate level

# Major Influences

Teamwork

Supervision

Upper Management

Corporate Directives



# Positive Improvements

Communication

Human Capital

Solid goals and objectives

Handling of challenges

Considering suggestions







# EXAMPLES

**Posting communication**  
**Invest in training**  
**Management buy-in**  
**Engaging the work force**

## Take aways

Culture can be changed

Your role to be the change

Examples to draw from



# QUESTIONS?



Thank you!

**Lee McClish**

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**THANK YOU!**