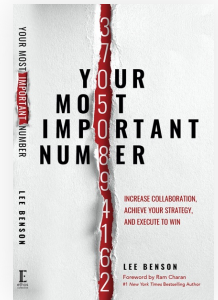


# The growth of Able Aerospace



## Able Aerospace in 2006

54,000 square feet and approximately 130 employees



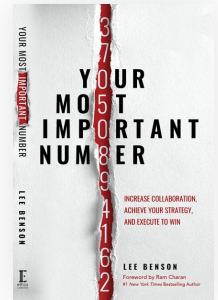
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# The growth of Able Aerospace

## Able Aerospace in 2010

With 20,000 square feet of mezzanine (74,000 total) and approximately 225 employees

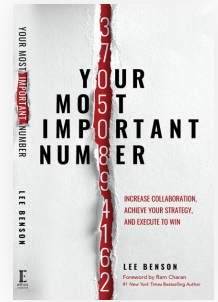


## Able Aerospace in 2013

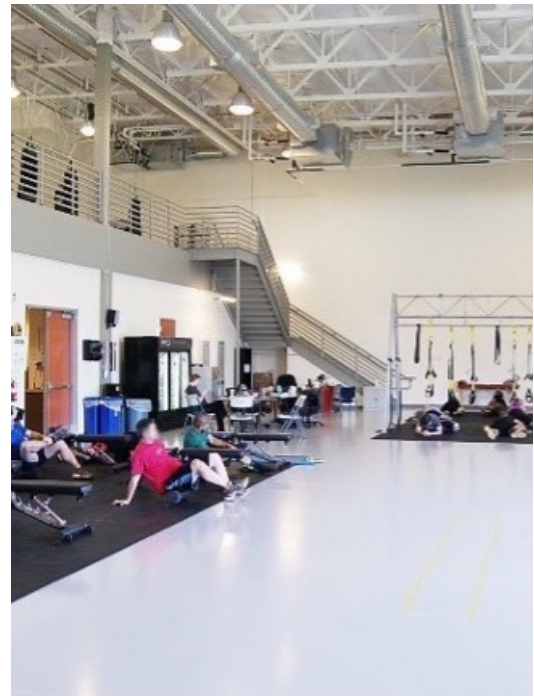
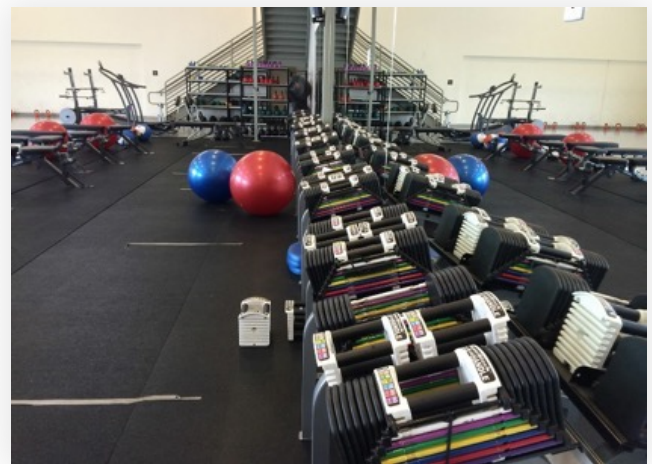
200,000 square foot new building for approximately 340 employees

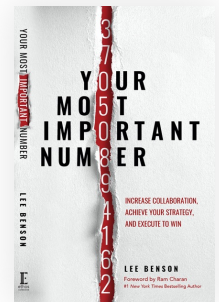


# Creating a winning environment



Recognizing that a winning organization requires healthy and engaged employees, Able Aerospace built a **10,000 square foot onsite workout facility**. If employees worked out at least twice a week their health insurance costs were 100% covered by Able Aerospace. If you brought your family in to workout you received additional compensation. Lee firmly believes that when organizations create a healthy, positive environment for their employees, it extends to their families and the community at large.





# Cultural Alignment Tools

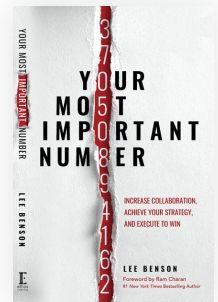
Lee and the leadership team at Able Aerospace used the alignment tools below to create a condition where, at any point in time, 50 percent or more of Able Aerospace team members would perform, lead, and behave better than the top 10 percent of performers at their strongest, most admired competitors.

Rather than create expensive wallpaper of values nobody fully understood, the Able alignment tools identified and drove behaviors that resulted in the organization’s exceptional growth. This lesson is instilled within the MIND Methodology.

ABLE AEROSPACE’S ALIGNMENT TOOLS		
MISSION	HIGH PERFORMING EMPLOYEES THROUGHOUT ABLE...	LEADERSHIP TRAITS
<p><b>MISSION</b> TO SAFELY REDUCE AIRCRAFT COSTS BY PROVIDING RESOURCEFUL COMPONENT REPAIR, OVERHAUL AND APPROVED REPLACEMENT PARTS SOLUTIONS</p>	<p>TREAT COMPANY RESOURCES AS THEIR OWN</p>	<p><b>ENERGY:</b> POSITIVE ENERGY IN GOOD TIMES AND ESPECIALLY BAD TIMES</p>
<p><b>VISION</b> TO MAXIMIZE THE RETURN ON OUR CORE PRODUCTS AND BE RECOGNIZE AS THE INDUSTRY LEADER FOR THE SERVICES WE PROVIDE</p>	<p>ARE RESPECTFUL, HONEST AND STRAIGHTFORWARD</p>	<p><b>EDGE:</b> THE ABILITY TO MAKE TOUGH CALLS</p>
<p><b>QUALITY</b> WE ARE COMMITTED TO RELENTLESSLY IMPROVING HOW WE MEET CUSTOMER REQUIREMENTS AND DEVELOP OUR EMPLOYEES</p>	<p>ARE FULLY ENGAGED AND PARTICIPATE WITHIN THE TEAM</p>	<p><b>PASSION:</b> FOR BEING A LEADER, FOR OUR BUSINESS AND YOUR AREA OF RESPONSIBILITY</p>
		<p><b>ENERGIZE:</b> THE ABILITY TO CREATE AN ENVIRONMENT THAT ENERGIZES YOUR TEAM</p>
		<p><b>EXECUTE:</b> THE ABILITY TO DELIVER RESULTS</p>
		<p><b>RESILIENCY:</b> THE ABILITY TO BOUNCE BACK QUICKLY FROM SETBACKS</p>
		<p><b>EATING AND DREAMING AT THE SAME TIME</b></p>

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## Linking Culture to Performance

For many organizations culture is equated to making people feel good. This definition often leads to material perks which create a temporary morale boost at best. Lee and the Able team realized that a truly winning culture requires clearly defined and measured roles and responsibilities for every employee and leadership dedicated to employee development. The result, seen below, was a “systemic and sustainable mechanism to objectively rank all employees on culture and performance.”

