



Engagement Result

Increased from 85% to 91% during COVID







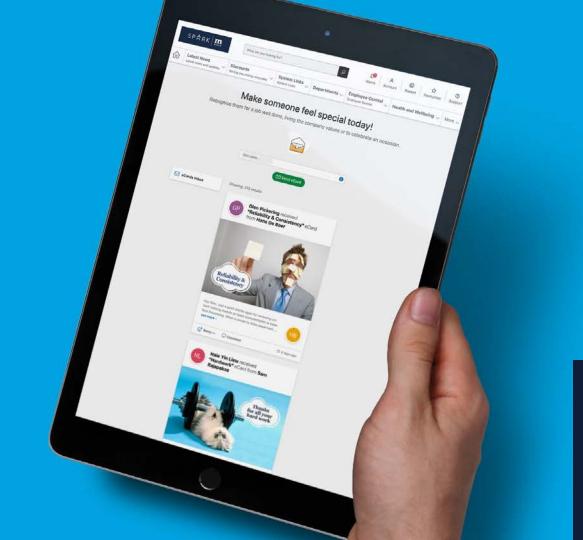


COVID LEADERSHIP LESSONS

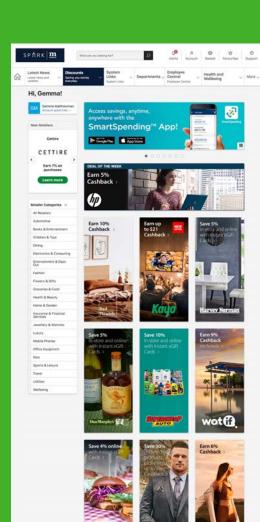
- 1. Structure for Agility: Empower the team
- 2. Learn Quickly: Don't wait for perfection
- 3. Show authentic care: Not just words, actions
- 4. Focus on People Leaders: Productivity & Connectivity
- 5. Be Courageous / Innovate: Lead, even after setbacks

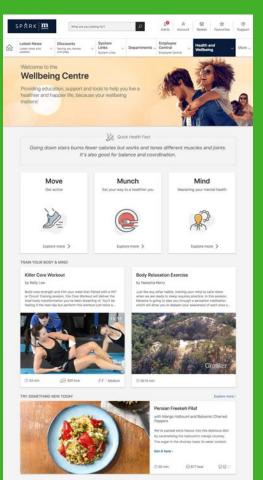


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Merril Hotchkin

General Manager - People, Performance and Culture Metricon

