

The Win Strategy™

Our Vision: Engineering Your Success

Goals

Engaged People

STRATEGIES

- Environmental, Health & Safety
- Ownership - Entrepreneurial
- High Performance Teams & Leaders
- Continuous Improvement - Kaizen

Customer Experience

STRATEGIES

- Quality Solutions On Time
- Digital Leadership
- Ease of Doing Business

Profitable Growth

STRATEGIES

- Strategic Positioning
- Market-Driven Innovation
- System Solutions
- Strong Distribution
- Grow Share
- Acquisitions

Financial Performance

STRATEGIES

- Simplification
- Lean Enterprise
- Strategic Supply Chain
- Value Pricing

Our Culture & Values



#1 Motion & Control Company

Goals

Engaged People

MEASURES

- Zero Safety Incidents
- Speed & Agility
- 80%+ in High Performance Teams
- Inclusive Environment
- Engagement > 75%


Customer Experience

MEASURES

- Composite Likelihood to Recommend
- Customer Dashboards
- Zero Defects
- 98%+ On-Time Delivery
- Best-in-Class Lead Times

Profitable Growth

MEASURES

- Organic Growth 150 bps > Market
 - 20%+ Market Share
 - #1, #2 Position Each Business
 - Grow Global Distribution & Services
- 50% DIST  50% OEM
- Increasing New Product Vitality & Gross Margins

Financial Performance

MEASURES

- Top Quartile Performance
- Year-over-Year Growth in:
 - DNE
 - EBIT
 - EPS
 - Cash Flow
- 19% Operating Income
- 30% MROS
- 21.4% RONA
- 17% ROIC
- >100% FCF Conversion

Enabling Engineering Breakthroughs
that Lead to a Better Tomorrow