

Guiding Principles of Leadership



“We measure success by the way we touch the lives of people.”

This fundamental belief rests at the heart of our Guiding Principles of Leadership. We believe that any leadership decision can be weighed against this statement and that we can measure true success by the way we are able to make a sustained, positive impact on our team members and their families, our suppliers and customers, our communities, our capital providers, and our shareholders.

Defining True Leadership:

In April 2002, a cross-functional group of Barry-Wehmiller associates came together to discuss the topic of leadership. The statements they authored became a vision of our culture known throughout our company as the Guiding Principles of Leadership (GPL).

Although we have long believed that Barry-Wehmiller has a strong leadership culture, the articulation of these principles began a purposeful approach to ensuring that each of our team members shares a common view of our culture, enabling our unique leadership practices to be sustained as we continue to grow.

Our initial approach to sharing the GPL message was to meet with team members in small group dialogues

across the organization. These personal interactions with our CEO, Bob Chapman, fostered open and insightful conversations about the significance of the GPL document and how to put it into practice.

Accelerating Our Vision:

Our Guiding Principles of Leadership articulate our vision of the culture to which we aspire. We recognize that each day presents new challenges in living up to this vision and that our journey toward truly living the GPL culture is ongoing.

We challenge teams and individuals to identify areas where our actions can be brought into greater harmony with our GPL vision in order to impact change as we work continuously to move our behavior closer to this ideal.

Along this journey, it is our belief that each of us has the capacity for leadership regardless of title or position. These principles are not only for formal leaders in our organization but for every team member. As stewards of our Guiding Principles of Leadership, we each have a personal responsibility to discover, develop and apply our talents toward the growth and care of our organizational culture.

“Our Guiding Principles articulate our vision of a company founded on respect for one another and provide our associates with a framework for behavior that promotes an environment in which people feel challenged, trusted and valued for their contribution to the vision.”

BOB CHAPMAN
Chairman & CEO

We measure success by the way we touch the lives of people.

“You can find the answer to any challenge within the GPL.”

Mike May
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