



MIDWEST Regional Conference

Heart of America | Illinois | Iowa & Nebraska | Minnesota & Dakotas | Wisconsin

Accelerating Excellence: DISTek U

Charlie Anne Myers, Jeremy Yoder, and Michelle Pezley

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DJSTek[®]
Integration, Inc.



Charlie Anne Myers
Human Resources Generalist



Jeremy Yoder
President and CEO



Michelle Pezley
Training and
Engagement
Administrator



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Benefits of Employee Training

250%

return on investment within 8 months for an employer's year-long soft skills training program. (MIT Sloan School of Management)

218%

company training programs yield 218% higher income per employee than those without formalized training. (American Society for Training and Development)

31%

lower turnover rates for companies with strong employee development programs. (Deloitte)

59%

of Millennials say learning and growing are extremely important when applying for a job, the most of other generations. (Gallup)

92%

of workers say workplace training positively impacts their job engagement. (Axonify)



Our Formula For Success



A Common Foundation



Invest in our People

DISTek U Courses are one of the biggest reasons DISTek employee owners stand above the rest.

Michelle Pezley

Joshua Koehl

Jason O'Halloran

Jeremy Yo...

Carmen M...

Nicholas ...

Tanner Hu...

Gene Sorrell

Bob Theisen



Ian Fitzg...

+4

Our Formula For Success



A Common Foundation

AGENDA

- The Need for DISTek U
- The DISTek U Program
- DISTek U 105: ESOP

Engineering Expertise

Collaborative Teams. Specialized Solutions.





**Rockwell
Collins**

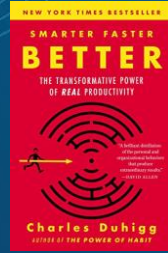
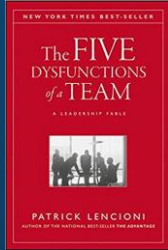
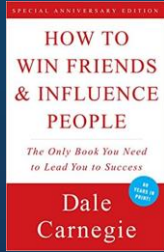


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Frustrations



- Disjointed Material
- Vetting Programs/Offerings
- The Hidden Costs
- Lack of Visibility/Interaction
- Train the Trainer Model



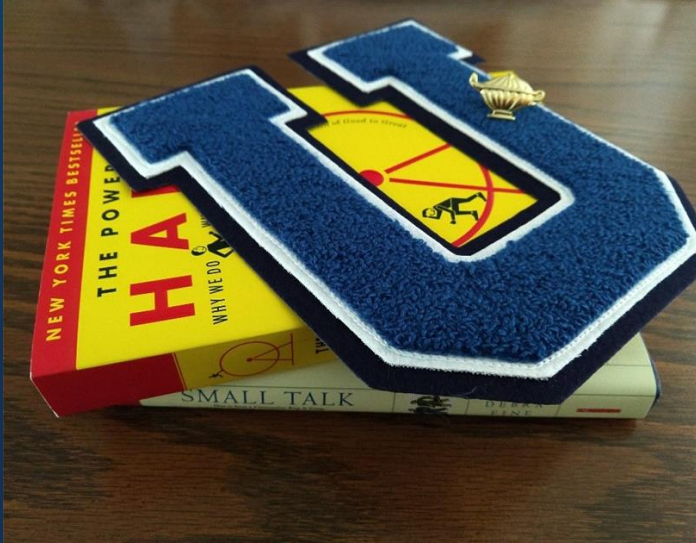
DISTek U Is Born

- Track for Aspiring Leaders Launched
 - 3 Book Studies
 - 7 Habits On-line Training
 - ESOP Webinar
 - Day-in-the-life Panel
 - Final Presentation



Objectives

- Leverage Off-the-Shelf Training Resources
- Develop Common Foundation
- Create Career Development Opportunities for Employee-Owners



Organization

DISTek U Classes

Leadership

ESOP

Engineering

DISTek U Stand-Alone Tracks

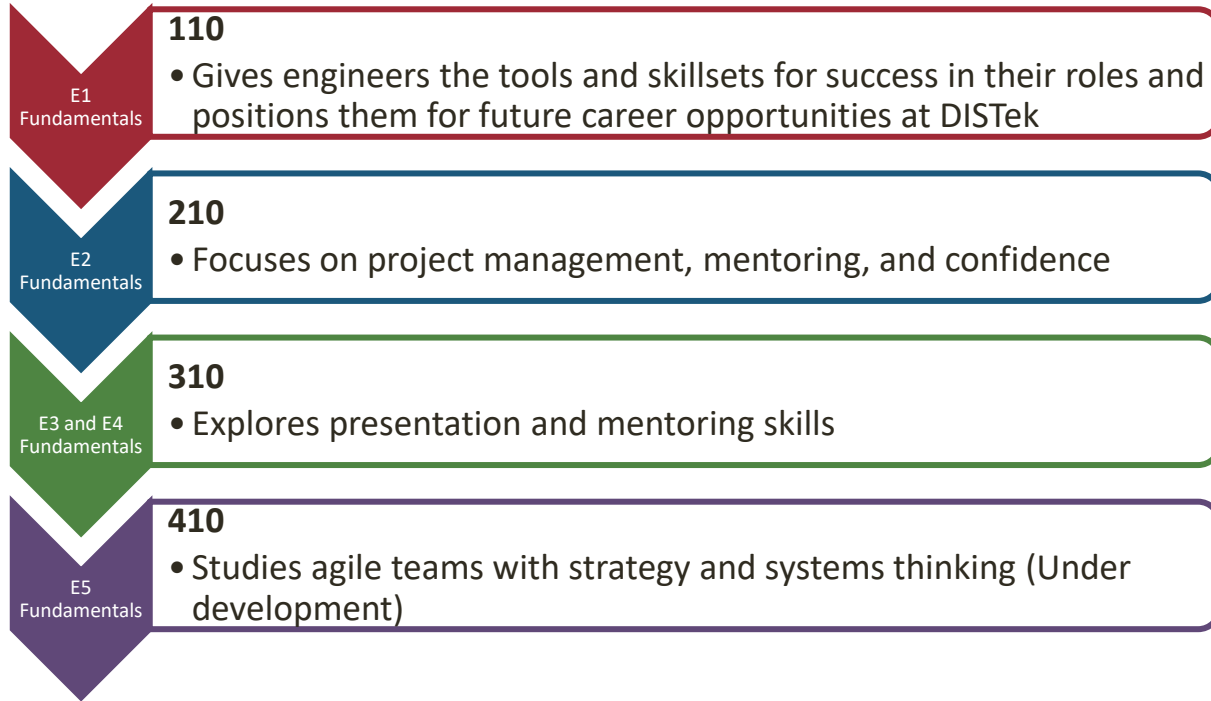
Tech Track

Professional
Skills Track

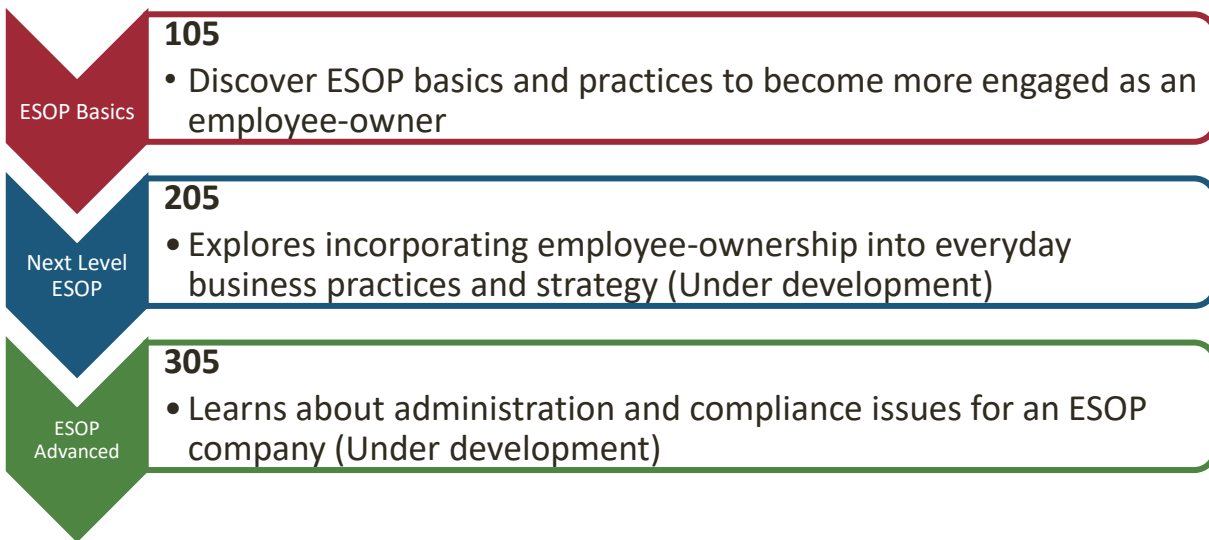
Leadership Training Tracks



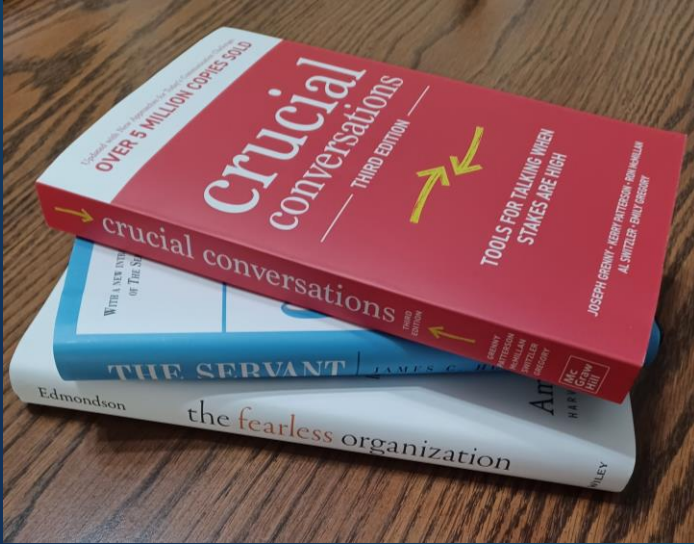
Engineering Training Tracks



ESOP Training Tracks



Content



- 2-3 Books
- Project Applying Learnings
- Customized with Panel Discussions, Presentations from Leadership, and Other Special Content
- Final Presentations

Logistics

- Enrollment
- Schedule
- Costs
- Time Tracking
- Feedback



Pro Tip:

Employees Invest in
Own Growth



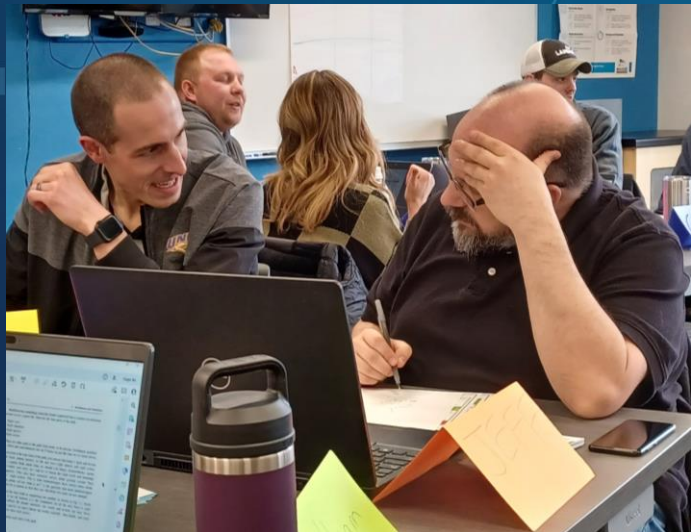
ESOP

- Woven into Leadership and Engineering Classes

Examples

- 101: Watching Video or Reading a Book
- 201 and 401: DISTek Essentials

Process



1. Determine Objectives
2. Select Content
3. Structure Class
4. Complete Logistics
5. Start Learning



Pro Tip:

Allow Extra Time

ESOP 105

- Planning & Research
- Content Creation
- Implementation
- Evaluation & Feedback



Planning & Research



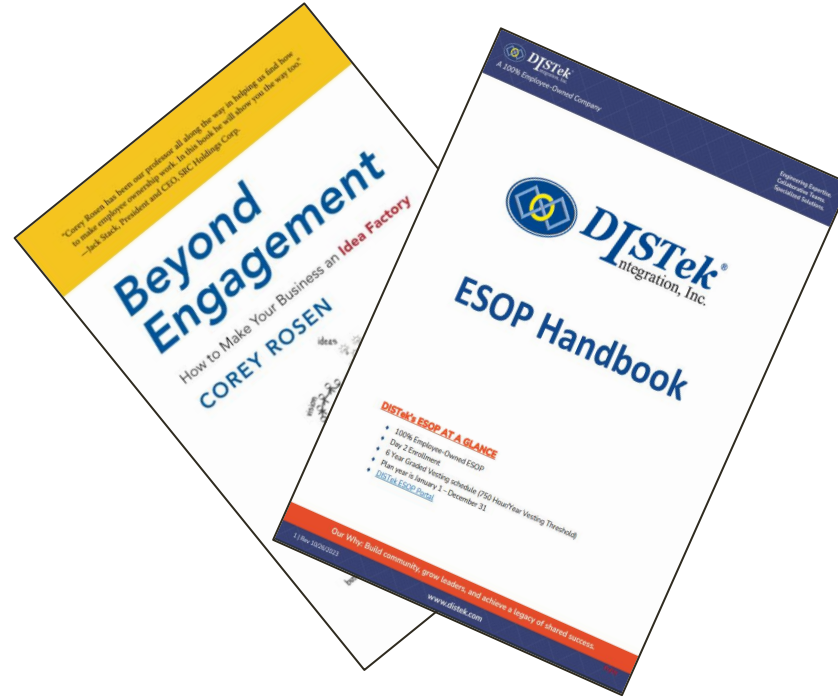
- Alignment of Values
- Technical Aspects
- ESOP Community



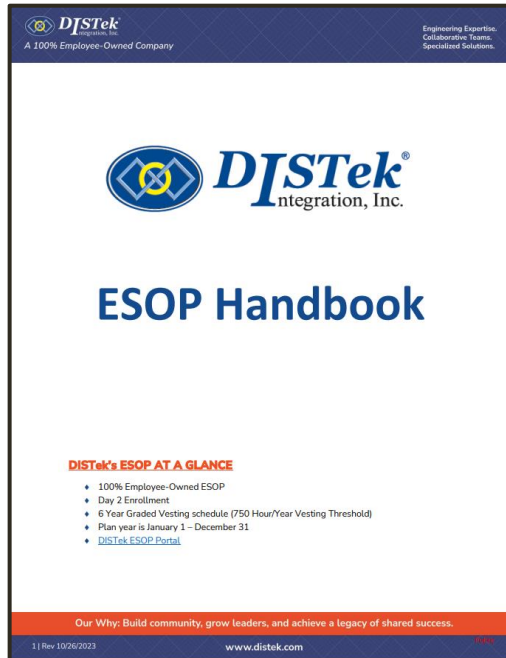
Pro Tip:

Passionate & Dedicated

Content Creation




Content Creation – Technical



- Customized & Applicable
- Understanding the Why

Implementation

 **DISTek**
A 100% Employee-Owned Company

Engineering Expertise.
Collaborative Teams.
Specialized Solutions.

DISTek U 105: ESOP Basics Track

TRACK DESCRIPTION: One of the key factors which makes DISTek special is being a 100% employee-owned company. While DISTek's Employee Stock Ownership Plan (ESOP) has many unique and complex features, this track focuses on introducing employee-owners to our ESOP. The objective of this track is to explain ESOP basics and share practices to help employees become more engaged as employee-owners.



PREREQUISITES: Be a DISTek employee-owner, which happens on your 2nd day of employment.

ENROLLMENT: All employees who are interested in enrolling need to seek the approval of their Team Lead (and if in the engineering department their Engineering Manager as well). Then, send their request to DISTek.Coord@distek.com and copy their Team Lead (and Engineering Manager if applicable). Acceptance into this track will be finalized by the Engineering Leadership Team (ELT). To ensure a quality experience, class size will be limited to 6-10 employees.

TRACK OBJECTIVES: You will learn the basics of an ESOP, including:

- Why ESOPs exist
- Basic technical aspects of ESOPs
- History of DISTek's ESOP
- How to recognize the difference between an engaged and an involved employee-owner
- How to become more engaged as an employee-owner

REQUIRED READING:



- The ESOP Handbook (a DISTek guide)
- *Beyond Engagement* by Corey Rosen

COST/TIME TRACKING: DISTek will provide all books, which are the participant's to keep upon track completion. DISTek will also cover all participant time spent in classes/ seminars/etc. during normal work hours (counts towards your 40 training hours). We expect participants to make an investment into this program with their time, so all class reading and homework, including work on the capstone project, should be done after hours on employees' own time.

Our Why: Build community, grow leaders, and achieve a legacy of shared success.

www.distek.com

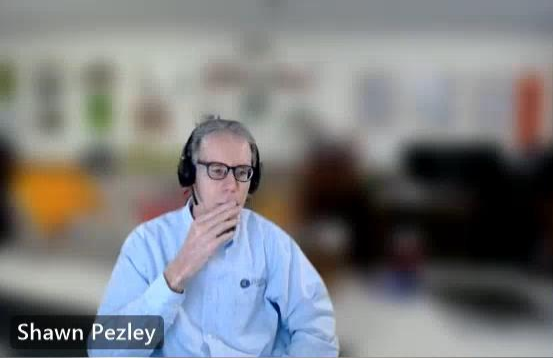
- DISTek U Program
- Continual Offerings
 - 5 Classes
 - 36 Employee-Owners



Pro Tip:
Committee Dry Run

Evaluation & Feedback: *Listen to Your Owners!*





Shawn Pezley



Gunnar Harden



Walburn Devin



Maureen Lefebvre



Michelle Pezley



Kristyn Pellymonter



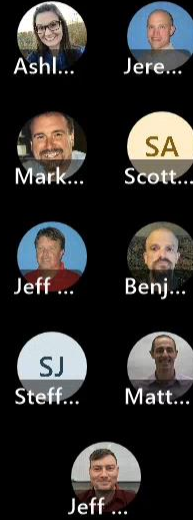
Wronski, Nathaniel



Bob Theisen



Charlie Myers



Our Formula For Success



A Common Foundation

Process



1

Determine
Objectives

2

Select
Content

3

Structure
Class

4

Complete
Logistics

5

Start
Learning

DISTek U Resources



Questions?

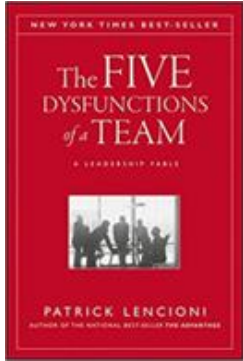


Session Evaluation

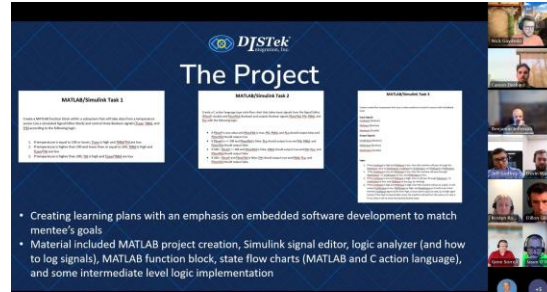
- Your feedback on topics and presenters is important and will be used to develop subsequent TEA programs



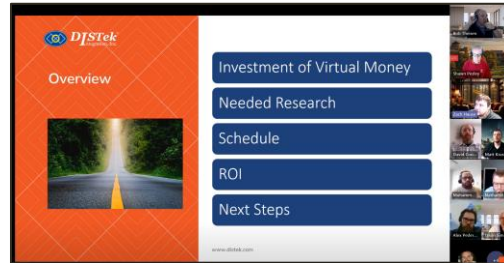
A Few Favorite Things!



101
Leadership



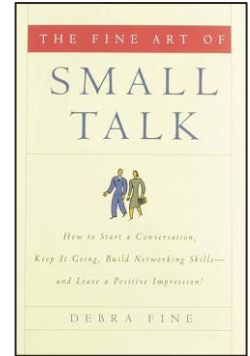
210
Mentoring
Experience



201 Shark Tank
Presentations



105
Flannels



110 How to
Converse