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# Presentation to BizTimes Next Generation Manufacturing Panel

Bill Berrien, CEO

*October 9, 2019*

Precision Machined Components.  
Serving Global Customers.

# Life Overview

- Born/raised NYC
- BA, Princeton University
- US Navy SEAL Officer (1991–1999)
- MBA, Harvard Business School
- GE Healthcare (Lean Six Sigma Blackbelt; Global Product Mgr)
- Liberty Dialysis (COO)
- Artisan Partners (Managing Director)
- Pindel Global Precision, CEO/Owner
  - *Acquired in 2012 with referral by and lending assistance from Park Bank*

# Pindel Global Precision



- Founded in 1947
- Veteran Owned
- ISO 9001:2015
- Aerospace AS9100 (expected 2020)
- ITAR
- 30% Sales non-US
- 2 facilities, 90,000sf
- CNC Swiss & Multi-axis Mill/Turn
- Multi-spindle screw machines
- Sub-assembly capabilities

**‘Complex Parts at Medium Volume’**



# Start with Why...

## Personal Values

- Benefits of Well-Regulated Capitalism
- Dignity of work
- Social/economic mobility
- Multiple Forms of Intelligence
- Think Long Term

## Leadership Style

- Delegate aggressively
- Ego is the Enemy
- Philosophy: Work Smarter Not Harder
- Superpower: Connecting people
- Optimist

# Wisconsin...A Glorious Past in Manufacturing...



*c. 1898*



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## ...And An Even Brighter Future

- 150 years of manufacturing ecosystem, connections, expertise and culture
- On top of which is layered:
  - Lean processes
  - Industry 4.0
  - Automation and robotics
  - 3D design and manufacturing
  - Advanced sensor Technology
  - Machine learning
- And all the talent potential to support it!!

# Regional Industry Clusters

- ‘Industry Cluster’ Definition (Michael Porter):
  - Geographic concentration of related companies, organizations, and institutions in a particular field
  - Arise because they raise a company's productivity, which is influenced by:
    - local assets
    - the presence of like firms, institutions, and infrastructure that surround it.
- Current M7 Clusters:
  - Food & Beverage
  - Export
  - Water Industry

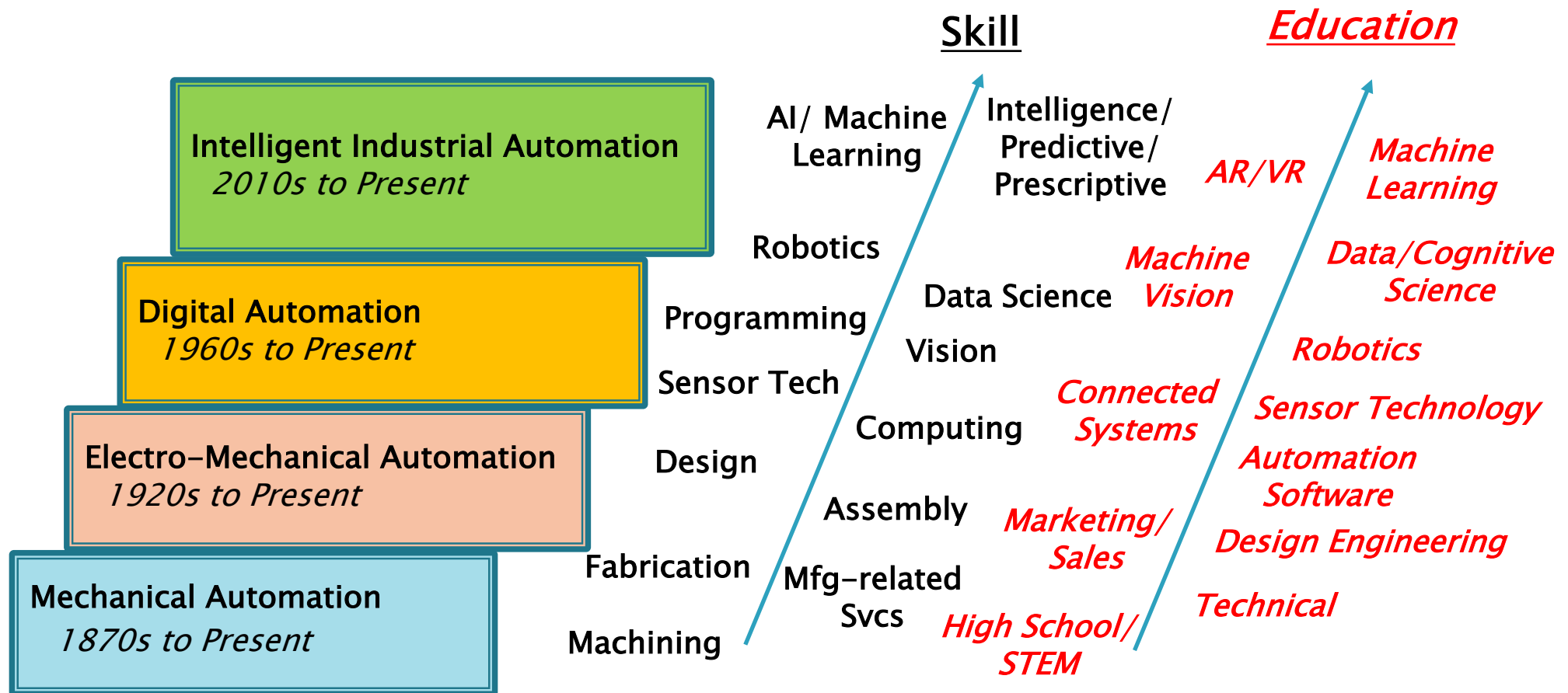


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# New Cluster: Intelligent Industrial Automation?

## Industry-Skill-Education Alignment



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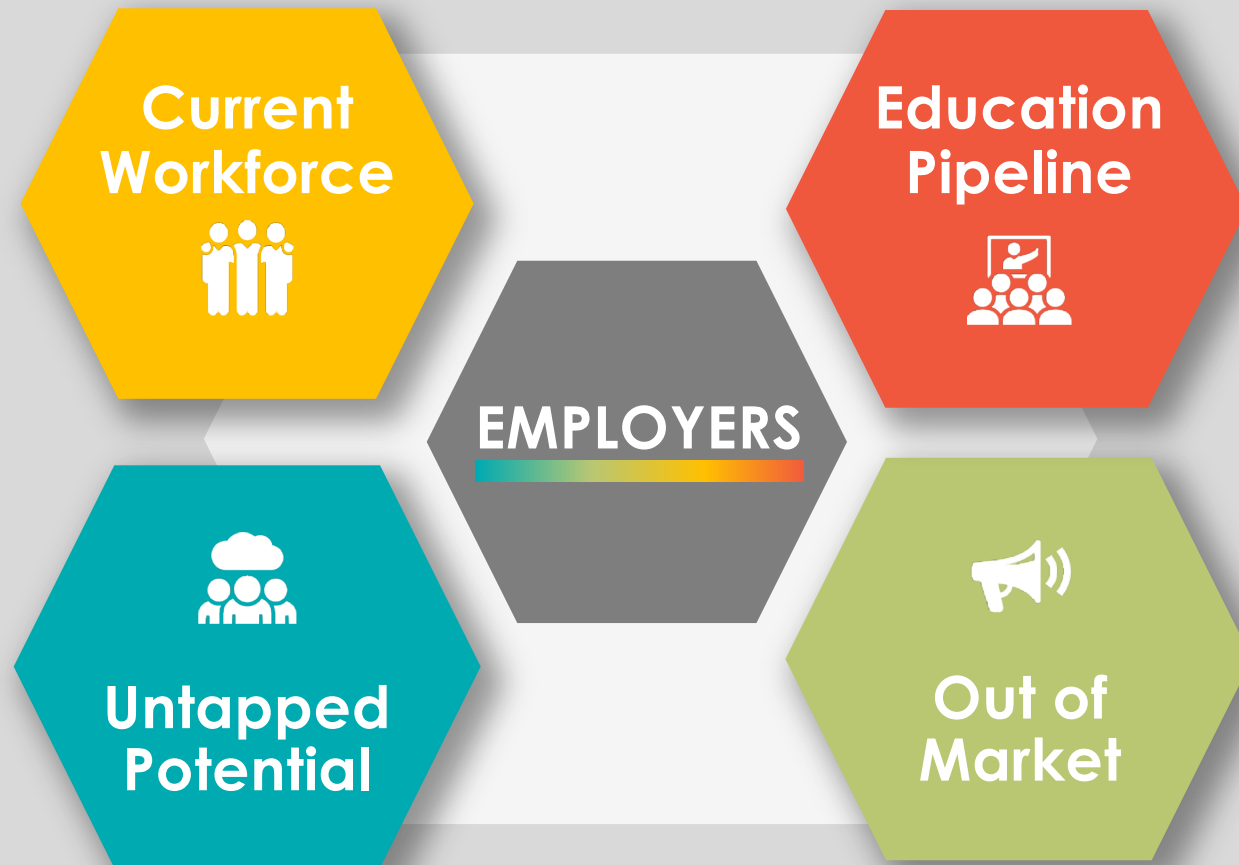


# Built on our History & Regional Capability



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# MMAC/M7 Manufacturing Talent Initiative



## JPMorgan Chase to Invest \$350 Million to Improve Worker Skills

CEO Jamie Dimon made the announcement, which follows a prior \$250 million initiative in 2013.

By Andrew Soergel, Senior Reporter March 18, 2019



Jamie Dimon/JP Morgan Chase  
**"The new world of work is about skills, not necessarily degrees,"** Jamie Dimon, JPMorgan Chase's chairman and CEO, said in a statement Monday. "Unfortunately, too many people are stuck in low-skill jobs that have no future and too many businesses cannot find the skilled workers they need. We must remove the stigma of a community college and career education, **look for opportunities to upskill or reskill workers, and give those who have been left behind the chance to compete for well-paying careers today and tomorrow.**"



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# Prof Willy Shih, Harvard Business School

## Podcast

Harvard Business School Professors Bill Kerr and Joe Fuller talk to leaders grappling with the forces reshaping the nature of work.

20 NOV 2018 MANAGING THE FUTURE OF WORK

### Retraining road-trip: New skills for older workers

From South Carolina, to Appalachia, to Wisconsin, Professor Willy Shih set out across the country to understand the plight of older workers coping with the changing nature of jobs. His conclusion: the challenges are enormous, but finally, a grassroots movement is taking shape to retrain workers across communities in America. Professor Shih, who has a background in American manufacturing, shares his road-trip findings with Bill in this podcast as well as an HBR article.



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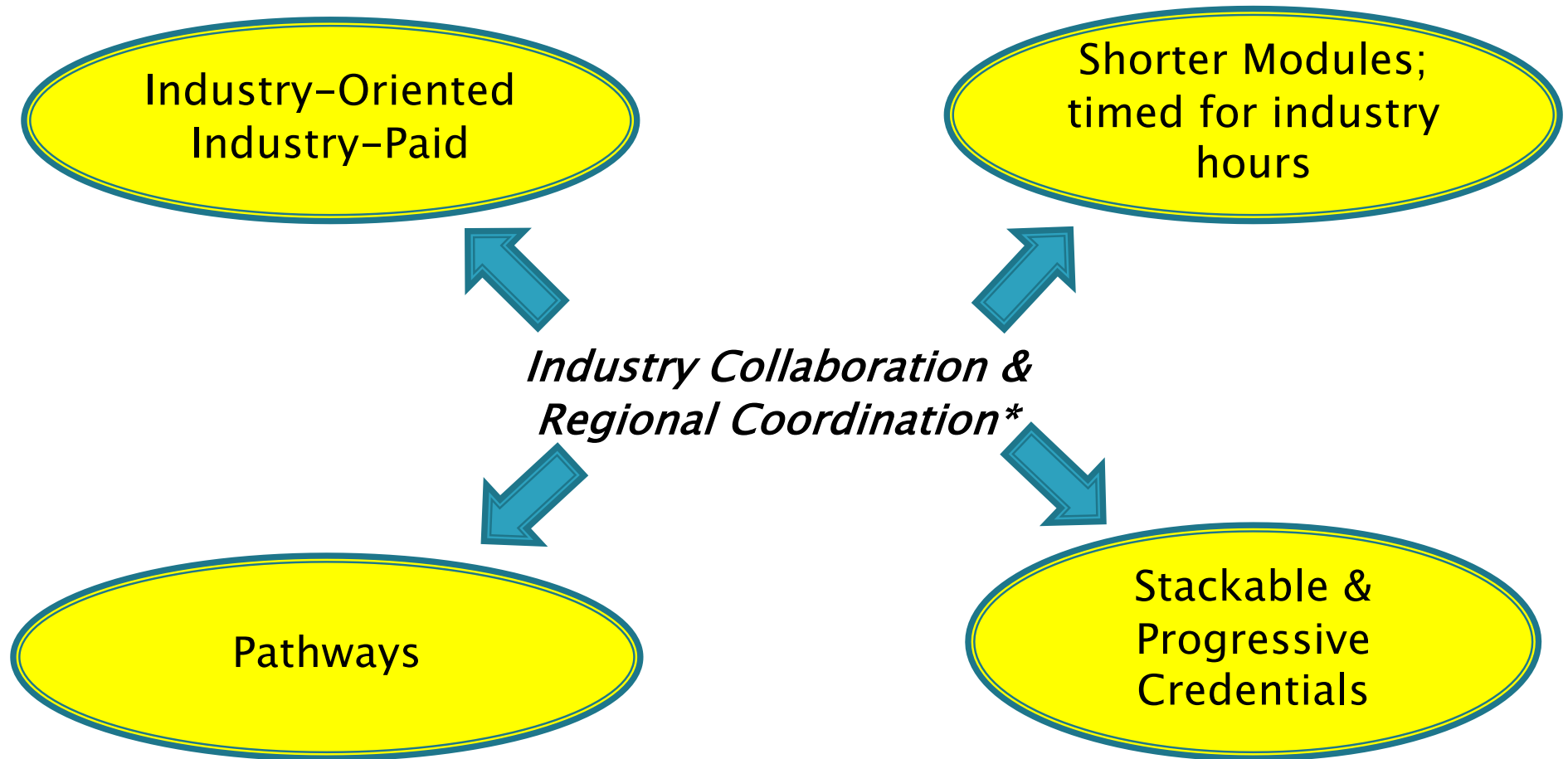
**Key features that were linked to success for retraining older workers...** **work-based training**—in other words, short programs that are focused on specific skills that will give people **hands-on experience** at the same time... **stackable credentials**...these people who've been out of work for a long time, **they need income**: they need **short programs that can give them some skills, get them employed again**, and then, step by step, they can take additional courses...



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# Employee Upskilling: Exploring Future Models



*\*Small-Medium manufacturers have different training needs & capabilities than do large manufacturers*



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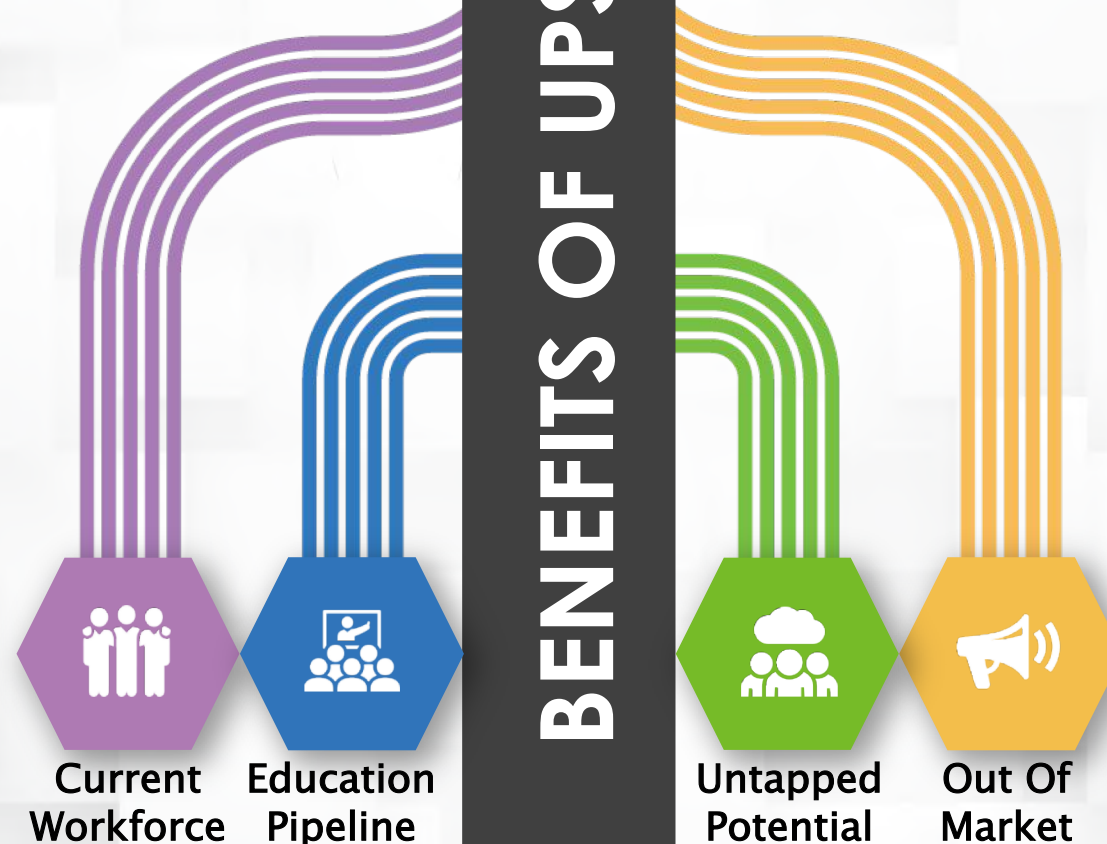


## FOR EMPLOYEES

- High wages & benefits
- Pathway to professions
- Automation ready

## FOR BUSINESSES

- Regional growth
- New capital investment & jobs
- Corporate expansion & attraction





# Thank you



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