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ULTIMATE CABINET
COMPONENTS

HOW TO BUILD A TEAM OF HIGHLY MOTIVATED WORKERS

Cultivating and maintaining a team of highly motivated workers doesn't happen by accident. Great leaders take a two tiered approach:

1. Create a company culture that makes workers want to be there.
2. Have a consistent process for finding, vetting, and training your workforce.

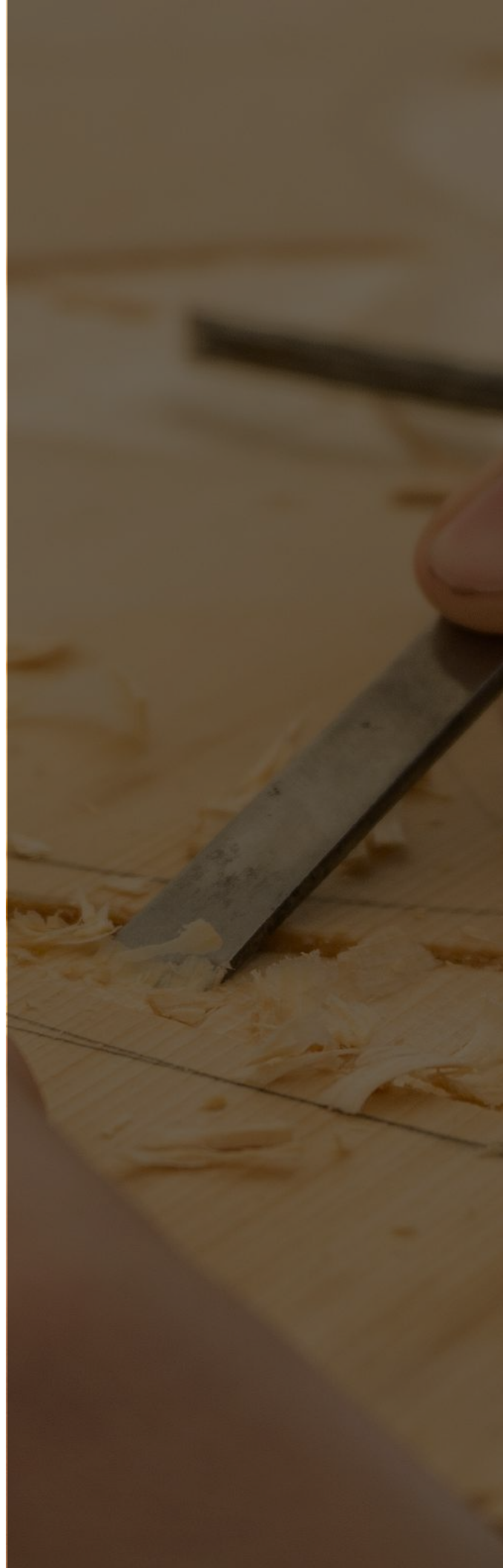
START WITH COMPANY CULTURE

- **Determine your “why”** – A defined company vision will give you and your team a clear goal to work toward together.
- **Focus on your people, not just your product** – Yes, your product is important. However, when you focus on your people and improving their lives, the result is a better, more productive workforce.
- **Learn about your worker’s dreams** – Can you express one life goal that each of your employees has? If you find ways to help your staff achieve their life goals, even if achieving it means leaving your employment, you'll draw high-quality candidates to your shop. When your employees feel valued, they're more likely to work hard, which is good for your bottom line. And when others see how you help your employees achieve their dreams, they'll want to come to work for you too.
- **Encourage and incentivize learning** – Provide resources that help your employees become better at their jobs and improve their lives in general. Provide books, courses, training, and other resources that they need to become better humans and better workers.

CREATE A CONSISTENT HIRING PROCESS

- Always have an ad running on a hiring website – You never know when the right candidate will come knocking.
- Have a form to capture relevant prospect information – Provide an easy link to an application to capture relevant information. Discard the people who are not a good fit for your company and the job.

- Turn hiring into a three step process:
 1. Phone interview with basic questions about work history.
 2. Face-to-face interview with questions specific to the job. Throw in some softball questions like, “What’s your five year plan?”
 3. Have a working interview for three days. At the end of each day, speak to coworkers and get an assessment because employees are different around each other than they are around the boss.
- Be clear and transparent about your policies. No one likes to be caught off guard, so share a written or digital copy of your policies on day one.
- Create a tiered training routine. Start the new employee on simple tasks and gradually work toward more difficult tasks. Don’t throw them to the wolves; help them find success.
- Check-in often to get their ideas about your processes and see if they have ideas for improvement.
- Challenge often. After a new employee’s first month, ask what they would do differently if they were running the business. These conversations help you build trust with employees and create an environment of open communication.
- Be as flexible as you can. Employees have families and kids, just like you do. Try to be flexible enough to let them attend functions, be late occasionally, or miss a day of work for a school field trip. Flexibility may be the biggest differentiator between your company and a competitor for whom your employees could work instead.



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EFFICIENCY IS OUR PRIORITY



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We believe time spent on unnecessary work isn't time well spent. Ultimate Cabinet Components are designed to change the logistics of cabinetry without compromising the art. We cut cabinet assembly time by 60% and use a fraction of the freight space when shipping our components. Our customers always stay on budget because our cabinets require no specialized labor.

Our mission is for customers to be able to double capacity without having to do anything other than ordering their parts. We've dealt with the many frustrations of cabinetry: low capital, high shipping costs, and everything else that always seems to keep you from getting ahead. We remove the constraints and allow our partners to deliver their product in a shorter amount of time for less cost.

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