



2015 Iowa-Nebraska Chapter Employee Owner of the Year Nomination

Precision Pulley and Idler is proud to nominate Tim Williams for the 2015 Employee Owner of the Year Award.

Tim Williams has been an employee of Precision Pulley and Idler since 1997. His work and Boy Scout experience has given him unique skills making him an extremely effective ESOP representative and leader. Tim's PPI career has involved many responsibilities in the Product Engineering Department. This has included drafting and design of products, technical training and leading projects to completion. Doing this has required working with many areas of the company. In his personal life he has developed leadership skills with the Boy Scouts and he holds both local and state leadership positions. These varying experiences and this broad understanding has made him a valuable leader in ESOP Communication.

May of 2014 Tim joined the ESOP Communication Committee. Instantly he made an impact by taking over our monthly ESOP calendar publication and becoming the Committee President.

The monthly calendar is an important part of our education program. Each calendar has 75% of the space for educational topics. The person in charge of this must decide on and develop the content, getting it put into a presentable form with Marketing help. Tim has done an excellent job keeping this current with company highlights such as the roll out of our new strategic plan, a safety initiative and mid-term elections. He has also significantly improved the timeliness of the publication with it getting distributed prior to the month start.

Assuming the President role while being new on the committee has been a great achievement for Tim and a benefit to the ESOP. The leadership skills learned in Scouting have proved to be quite valuable. He gets agendas out early, runs the meetings well and does an excellent job assuring activity is progressing between meetings. It is safe to say Tim has taken the role of President to a higher level for the Committee. At the July IA/NE meeting he heard about other Committees building a yearly calendar and assigning responsibilities to it. Tim saw this as an opportunity for our group to improve and set up something similar. As we go through this year we are building this framework so next year will be easier and more efficient.

A key to leadership in a group is having the ability to allow others to also lead projects, support them and at times just get out of the way and watch. Tim has demonstrated an ability to create these situations and is leaving a pattern to follow for that events future leaders. He has created a structure for each event. The event has a named leader. That leader creates a written plan and recruits a sub-committee to work with them. Progress and results are reported at the Communication Committee meetings and an archive is made to help with the next time the event is done. This has significantly improved our event performance and reduced work and stress with last minute improvisations.

Tim has been an exceptional employee for many years and has made a huge impact in a short time as a Communication Committee member. On behalf of Precision Pulley and Idler we are

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P R E C I S I O N P U L L E Y & I D L E R

proud to nominate Tim Williams for the 2015 Employee Owner of the Year competition and feel he is deserving of this award.

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