

Leggett & Platt®

Workforce Development Overview

February 22, 2019

- Workforce Training
- Apprenticeships
- Internships
- Professional Development
 - Emerging Leader Academy
 - Production Supervisor Training

Workforce Training

- L&P partners with state Economic Development agencies to obtain workforce training funding
 - Helps provide various types of approved training, from basic MS Excel workshops to plant equipment training programs
- We attempt to bridge the gap between current and desired skills, including soft skills and technical skills

Workforce Training

Soft Skills

- Communication
- Teamwork
- Punctuality
- Life skills
- Basic financial literacy

Technical Skills

- Include readiness training for positions such as:
 - CNC Machinists
 - Electricians
 - Robotics Controllers
 - Controls Engineers

Examples

- One of our Missouri facilities received \$100K in 2017 and 2018 for workforce training
- In 2018, we partnered with a local community college and 123 employees attended 88 classes on various topics
 - Productivity and Communication
 - Quality Systems
 - Change Management
 - Computer Technology
 - Manufacturing Processes

Examples

- Another Missouri manufacturing facility received \$117K in 2018 from Missouri Department of Economic Development (DED)
- We participated in the Missouri Show-Me Heroes program which helped a Leggett employee complete Vision Controls training

Apprenticeships

- Missouri Workforce Center pilots a pre-apprenticeship training program
- We have plans to utilize for future positions:
 - CNC Operators
 - Millers
 - Welders



Internships

- We partner with several local universities and colleges to employ part-time students
 - Doors Summer Internship Program
 - Celebrated our biggest class yet – 29 interns in 2018
 - From 10 schools, working at five Carthage-area locations and a Lenexa, KS location
 - Between 2016 and 2018, we've converted 52% of the intern group into full-time, permanent hires



Professional Development

- We offer numerous professional development opportunities to employees:
 - Emerging Leader Academy
 - Online training for soft skills
 - Production Supervisor Training





Emerging Leader Academy



- 3-year leadership development program under the tenets of Leading People, Leading Business, and Leading Change
- Up to 50 L&P employees are nominated each year
- Ongoing development opportunities including exposure to senior management, unique networking opportunities, collaborative assignments and curriculum, and use of an online social tool



Emerging Leader Academy



- The Summit
 - Pinnacle event of the ELA
 - Annual 3-day conference
 - Involves keynote speakers, curriculum from leading experts, panel discussions, and breakout sessions

Online Training for Soft Skills



- Lynda.com
 - Online library of high-quality, expert-led tutorials
 - Over 3,000 new courses were added in 2018
 - Two of our most viewed courses include Process Improvement and Lean Six Sigma Foundations
- Choose Your Own Learning
 - Internal series of instructor-led courses on various professional development topics



Production Supervisor Training

- Supervisor Essentials program provides fundamental leadership skills to Frontline Supervisors
- Combination of eLearning modules and live instructor-led training
- Covers topics of effective communication, leadership, safety, resolving conflict, and respect in the workplace
- In 2019, nine regional L&P locations across the US are scheduled to host live training sessions