



THE “POWER” OF AN EMPOWERING CULTURE

ENGAGING EMPLOYEES

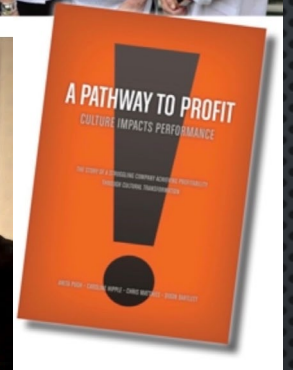
DRIVES PROFITS

CAROLINE HIPPLE

JUNE 14, 2023



A PATHWAY TO PROFIT



Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



IKIGAI

THIS END UP



It's a Mall World After All

This End Up ventures where others fear to tread, and soars

Retail pioneer This End Up has gone and succeeded where other furniture companies have feared to tread—the malls of America. The 23-year-old, 160-store chain that got its name from shipping crates is pro-

cent of the goods that are sold are not on view—yet the company's research indicates that its consumer is comfortable with pur-

Oldsmobile," says Robert Kemeny, president and chief executive of the Richmond, Va.-based firm.

vice-driven sales force have ab key elements in the company's as well, according to the president of the marketing firm. "We're reat-ure industry any of the ol-

"We don't want to be the biggest. We just want to be the best."



LESSONS FROM MY 23 YEAR DATE WITH THE CRATE

This End Up Shared Values

- Maximize Sales
- Happy Customers
- Individual Growth
- Honest Communication
- Participative Management
- Teamwork
- Results Oriented
- Flexibility
- Minimal Red Tape
- Commitment to Excellence

THE CULTURE OF CARING

The Culture of Caring is a multi-faceted management system that engages employees and unleashes profits, both fiscal and relational. It is a method of management and development in an organization that combines the focus on the positive development of the "human capital" and maximizes bottom-line profit. The Culture of Caring is financially based, but at the same time it is people centered. ~Caroline

DON'T QUIT YOUR DAYDREAM



WHATEVER YOU WOULD DO, BEGIN IT.
BOLDNESS HAS COURAGE, GENIUS
AND MAGIC IN IT.

Goethe



SOME PEOPLE TRAVEL MORE THAN OTHERS



VISION QUEST

- -THOUGHT
 - -WORD
 - -ACTION
-
- AND...VOILA.... STOREHOUSE APPEARS

STOREHOUSE



Caroline H.S. Hipple, president of Storehouse Furniture since July, visits the Atlanta chain's Carytown store.

PROFILE ■ CAROLINE H.S. HIPPLE

'Builder' making mark

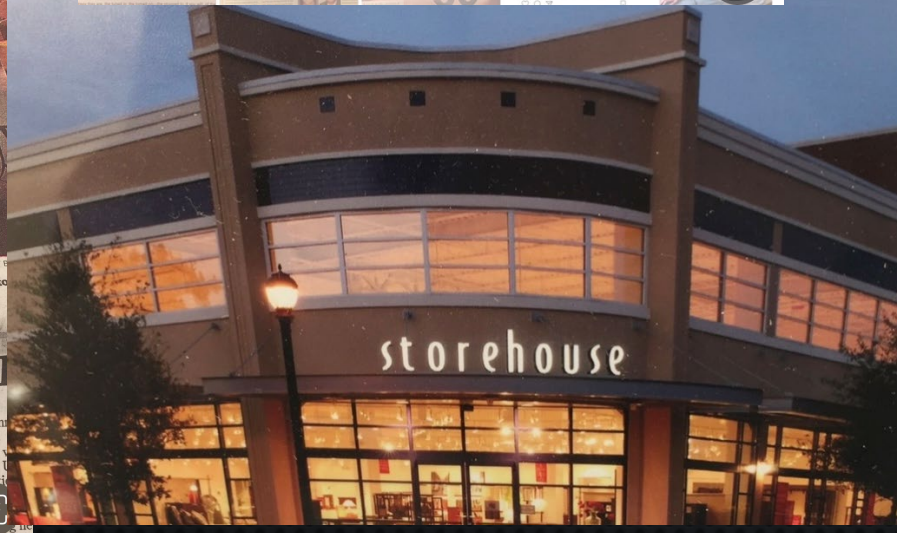
From This End Up to Storehouse, she has retail passion

Résumé

- Born: Oct. 21, 1955, in Lynchburg
- Education: graduated from Seven Hills School in Lynchburg in 1973; received an art history degree from Hollins College in 1977

come the second-in-command of the Richmond-based chain. She left as executive vice president in the fall 1999. This End Up is the last year after an ambitious company's former president's distribution.

Hipple's efforts in the past few decades at This End Up



THE WISDOM OF TEAMS



HB2 RESOURCES

YOUR FORMULA FOR SUCCESS

HOME

ABOUT HB2

SERVICES

OUR TEAM

OUR WORK

NEWS

CONTACT

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154 Krog Street
Suite 150
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OUR WORK

HB2 has developed an assessment and execution process we refer to as the Pathway to Profit.

The process typically begins with a period of research and creative brainstorming around a client's challenge that leads to a working hypothesis that sets out and defines a client's situation

Step two is the development of strategic and tactical initiatives, and the setting of metrics to measure progress, that leads to an action plan for proceeding with the engagement.

Step three is one we find often undervalued and over looked. But we firmly believe that to successfully move forward with a clients goals, attention to cultural understanding and the engagement of a broad base of associates in the process of understanding their part to play and the level of collaboration that will be needed from each of them, is critical to the over all success and smooth operation of a project.

The final step is to begin the execution, measurement, critical communications, and managing for results, so that the process achieves the desired goals. At this point we believe a self-sustaining cycle of continual improvement will start to take hold as evaluations, action plans, and results all become mutually supportive.

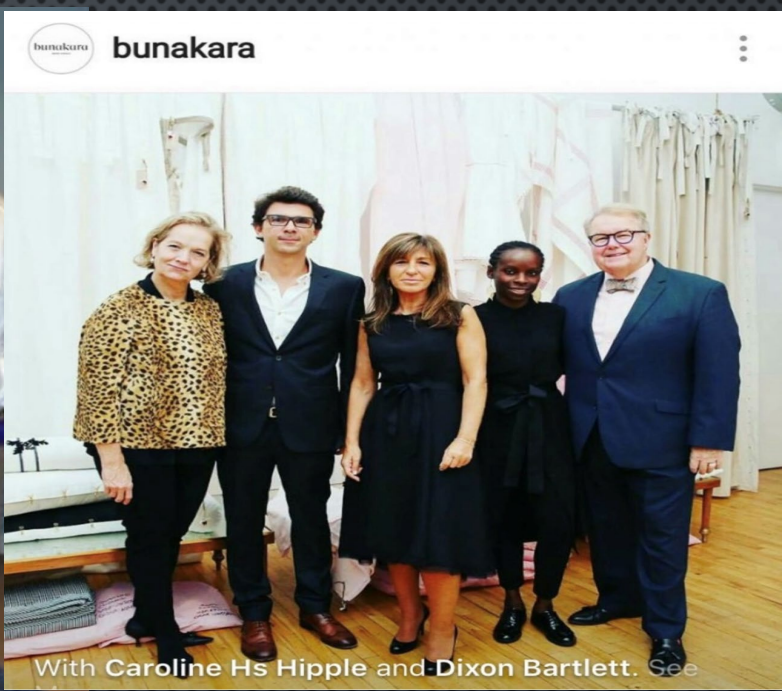
Die gesamtbeurteilung der master-arbeit wird aus dem arithmetischen mittel <https://ghostwritinghille.com> der einzelbewertungen in entsprechender anwendung von 22 abs.

PATHWAY TO PROFIT

THE PROCESS OF ACTION PLANNING

- RESEARCH & ASSESS & DEFINE YOUR BUSINESS OPPORTUNITY
Identify your working hypothesis
- GET THE RIGHT PEOPLE IN THE RIGHT PLACE
Select your manager, build your associates
- ALIGN YOUR COMPANY THROUGH MISSION, VISION, VALUES
Establish your direction
- REALIZE GOALS THROUGH ACTION & ALIGNMENT
Recognize your strengths and weaknesses, Identify performance metrics to track your progress, Align accountability, Develop metrics & monitor the pulse of the brand
- COMMUNICATE, EDUCATE, EMPOWER
Provide your associates with a clear, shared your information, Manage by vision and create processes, Understand yourself and others, Connect the culture to the customer
- COACH FOR RESULTS & COURSE CORRECTION
Develop accountability for customer focus, Monitor performance data and customer feedback, Test systems along and out, Iterate process

CYCLE OF CONTINUAL IMPROVEMENT



NORWALK



NORWALK



AN EMPLOYEE
OWNED COMPANY

NORWALK FURNITURE



NO
mu d,
NO
lotus



DO ~~N~~'T
~~Q~~U ~~I~~T

LEMONADE 3
GOOD ADVICE



THE DOCTOR
IS OUT



