

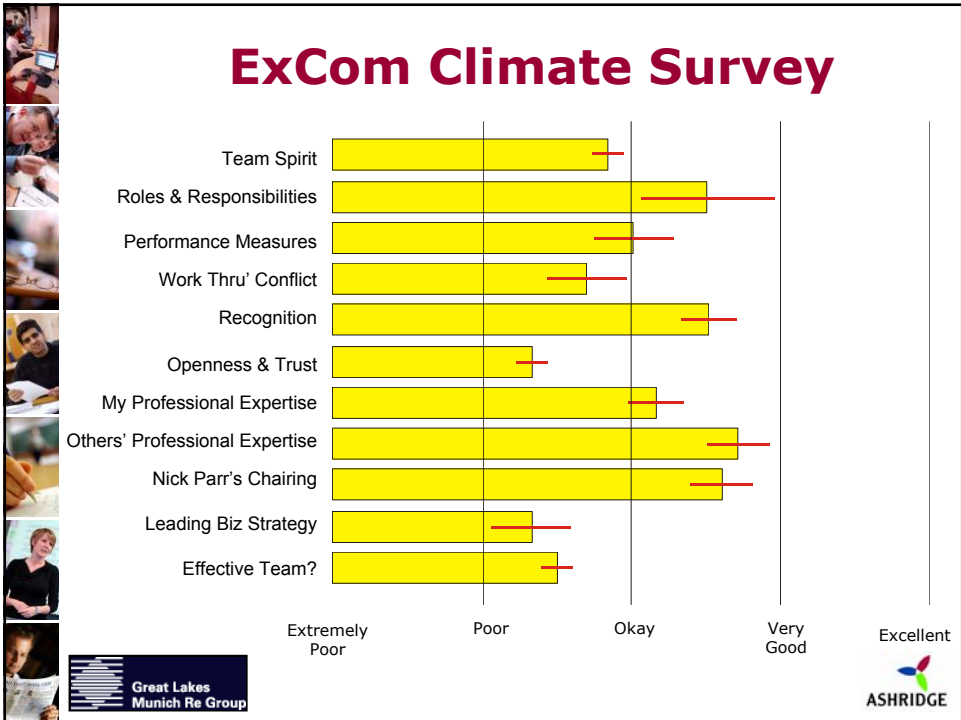


ExCom Climate Survey

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ExCom Climate Survey

The **most satisfying** aspects of being a member of Great Lakes' ExCom team are:

1

- The enthusiasm as a group to want to drive the business forward knowing that future potential for growth is very positive
- Immediate & regular access to other senior managers
- Opportunity to discuss issues pertinent to the running of the business
- Working with some high quality people
- Potential of working in a very highly skilled team



ExCom Climate Survey

The **most satisfying** aspects of being a member of Great Lakes' ExCom team are:

2

- Exposure to the wider MR Group
- Learning from experience of my colleagues
- New set up and ability to influence new direction



ExCom Climate Survey

The **most frustrating** aspects of being a member of Great Lakes' ExCom team are:

1

- The Wasting time with reporting rather than driving the business
- Lack of support from parent with pricing and costs
- Operating at below optimum level as singletons rather than a team
- Inability to influence the real decision making process – which takes place in Munich, not in London !



ExCom Climate Survey

The **most frustrating** aspects of being a member of Great Lakes' ExCom team are:

2

- Being constantly asked to stretch performance in a climate of cost cutting – all in the knowledge that the group is making record profits year on year – and will probably do so again this year
- Insufficient time to resolve matters
- Lack of finality to fundamental issues surrounding relationship with MR (fronting strategy / pricing & relationship with MR business units)



ExCom Climate Survey

The **most frustrating** aspects of being a member of Great Lakes' ExCom team are:

3

- The development of Great Lakes business strategy resides with one or two people leading to feeling of lack of involvement / participation in strategy setting
- Lack of transparency & reporting of some aspects of Great Lakes business activities which should be reported into the EXCOM – enhancements to management information required
- Prioritization of work can be reactive and occasionally questionable as a true priority for the business



ExCom Climate Survey

The **most frustrating** aspects of being a member of Great Lakes' ExCom team are:

4

- Lack of listening – we cover the same ground time and time again but nothing is done about the solutions suggested
- Tend to be reactive rather than pro-active
- Solo mentality and not enough information sharing
- No clear split of responsibilities
- No clear direction for Munich – frequent change of focus