



BRIEFINGS FOR THE INFORMED PROFESSIONAL



82nd HR Network Breakfast Seminar

June 13th, 2019

How A Successful Partnership Between HR & Operations Drives Success at AWI

@GetFive5

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CHECK OUT THE
FEATURED HROI
INTERVIEW SERIES



Spotlight

These interviews reveal the challenges, setbacks and successes experienced by HR professionals across different disciplines and from a wide variety of industries. The HROI Series shines a spotlight on the intersection of HR and ROI.

GETFIVE.COM/HROI



ABOUT GETFIVE

GetFive is a leading provider of scalable solutions in Modern Outplacement (moving on) and Career Management (moving up). We help employer brands reach their full potential through Active Engagement™.

Our outplacement solutions ensure that your outbound employees are immediately focusing on their careers - rather than their frustrations – resulting in a substantially less adverse impact on your social reputation. Our career management solutions help you tap into the real potential of your workforce with a flexible, method-based approach that creates a greater level of commitment and motivation. Invest in the success of your employees and watch your employer brand thrive!



HRCI RECERTIFICATION

PROGRAM: 390259

GENERAL CREDIT HOURS: 1.5

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SHRM RECERTIFICATION

ACTIVITY 19-RCH2W

1.5 PDCS

GetFive is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

Welcome to the 82nd HR Network Breakfast Seminar

TODAY'S BREAKFAST TOPIC

How A Successful Partnership Between HR & Operations Drives Success

Armstrong World Industries (NYSE: AWI), a leading U.S. manufacturer of Ceiling Solutions, has seen its market value double and its top line growth rate nearly tripled in the three years since its public spin in April 2016. This was fueled, in part, by the successful integration of 3 different acquisitions. Since 83% of acquisitions fail to boost returns, the curious case study of AWI is one worth studying. Join our seminar and learn how the CHRO of this leading U.S. manufacturer partnered with business unit leaders to evolve company culture and drive business growth, both organically and via M&A.

Our panel consists of AWI executives Ellen Romano, CHRO, and Aron Gawne, Director of Architectural Specialties Operations. The panel will be moderated by John Lawler, Managing Partner and CEO of PrimeGenesis.

The graphic features a teal background with a red vertical bar on the left. On the left side, there is a white rounded rectangle containing the text "Modern Outplacement", "Our trusted 5-Step Method is at the heart of our effective, modern outplacement solutions", and a red button labeled "STRENGTHEN YOUR BRAND". On the right side, there is a white rounded rectangle containing the heading "5-STEP METHOD FEATURE #01" above a horizontal line, followed by the text "Employees will set career goals, and develop their own personal marketing campaign".

Modern Outplacement

Our trusted 5-Step Method is at the heart of our effective, modern outplacement solutions

STRENGTHEN YOUR BRAND

5-STEP METHOD FEATURE #01

Employees will set career goals, and develop their own personal marketing campaign

BRIEFINGS FOR THE INFORMED PROFESSIONAL



THE HOST



DARREN KIMBALL

Chief Executive Officer, GetFive

Prior to joining the company, Darren enjoyed a 20-year career on Wall Street. Darren spent 10 years as a top-ranked analyst by Institutional Investor Magazine and was twice the Wall Street Journal's top sector stock picker. He has appeared on CNBC, CNN, and Bloomberg TV to discuss his views. Darren holds a B.S. in Economics with magna cum laude honors from The Wharton School of the University of Pennsylvania and has been a chartered financial analyst (CFA) since 1994.

THE MODERATOR



JOHN LAWLER
CEO, PrimeGenesis

John Lawler is CEO of PrimeGenesis, the world's leading authority and provider of transition acceleration services including:

- Executive Onboarding – when a leader is entering a new role
- Team Onboarding – integrating teams post-merger or acquisition, and
- Accelerations & Restarts - pivoting and accelerating teams at strategic points of inflection

40% of new leaders fail within the first 18 months of entering a new role (according to Heidrick). PrimeGenesis and its 12 partners world-wide help leaders and teams quickly evolve culture and get done in 100 days what normally takes 6-12 months, while reducing failure rates to less than 5% in the process.

Previously, John was CEO of 3 successful private equity owned data and technology-driven businesses, was CEO of Martindale-Hubbell and Group President at LexisNexis, where he built a legal technology division. Finally, John co-authored *The New Leader's 100-Day Action Plan*, which ranks in the top 1% of business books published by Wiley. He is a graduate of Williams College (BA) and University of Virginia (MBA).

BRIEFINGS FOR THE INFORMED PROFESSIONAL



THE PANELISTS



ELLEN ROMANO

*SVP, Human Resources,
Armstrong World Industries*

Ellen is Senior Vice President, Human Resources of Armstrong World Industries, Inc. She joined the company in 1983.

Ellen has 35 years of experience in process improvement, new product and process development and human resources, including fifteen years in Human Resources roles of global scope.

Notable Experience and Expertise:

- Compensation Committee / Executive Compensation
- Succession Planning and Management, including CEO succession
- Executive coaching
- Business Transactions – business exits, acquisitions, spin-off
- Process improvement including Six Sigma experience
- Chemical Engineer by training with significant product and process development and operational experience; recipient of 2 US patents

Ellen currently leads the Human Resources function including talent management, leadership development, succession planning and management, labor and employee relations, executive compensation and total rewards. She has served as SVP HR for Armstrong since 2013 and was in the role during the spin of its flooring business in 2016. She serves on the board of directors of the Armstrong Foundation.



ARON GAWNE

*Dir, Architectural
Specialties Operations,
Armstrong World Industries*

Aron is Director, Architectural Specialties (AS) Operations for Armstrong World Industries, Inc., where he is responsible for the culture and performance of five plants. He joined the company in 1996. In the last three years, Aron has led integration efforts for three new business acquisitions into the AS Division of Armstrong World Industries since 2017

Notable Experience & Expertise:

- Process Improvement
- Product Development including multigenerational product plans
- Operations Leadership

Aron holds a bachelor's degree in Industrial Engineering from Penn State University and an Executive MBA from Temple University.

CONTACT INFORMATION FOR THE PANELISTS

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ELLEN ROMANO

SVP, Human Resources | Armstrong World Industries
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Career Management

Our Trusted 5-Step Method is at the heart of our flexible career management solutions.

MOTIVATE YOUR WORKFORCE

5-STEP METHOD FEATURE #11

Regular coaching is essential to holding employees accountable to their career development plans

NOTES



WHAT'S NEW AT GETFIVE

TAKE CHARGE

CAREER MANAGEMENT SOLUTIONS

**OPERATIONALIZE YOUR
CAREER MANAGEMENT
PROGRAM AND SHIFT THE
MINDSET FROM ROI TO
RETURN ON POTENTIAL.**

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See the game-changing G5 Hub in action!

Schedule a live demo with a member of our team. You'll see the difference, and understand why more companies choose GetFive as their outplacement provider.

CONTACT LINSEY ODRE TO SCHEDULE A DEMO:

212.286.4500 | linsey@getfive.com

FROM HR EXECS

"The outplacement services at [GetFive] are top-notch. What I like about [GetFive] is the practical, hands-on experience. All of my former employees feel they got that personal connection with someone, which really made the difference for them."

**ASSOCIATE EXECUTIVE DIRECTOR, HUMAN RESOURCES,
NOT-FOR-PROFIT**

"Outbound employees are thrilled because they get a personalized service with the resources to back it up. Nobody wants to need outplacement, but when they do, they want [GetFive]"

SENIOR HR BUSINESS PARTNER, COMPUTER SOFTWARE COMPANY

FROM PARTICIPANTS

"[GetFive] provides a basis for lifelong skills. For instance, you learn what your strengths are, you learn what you're passionate about, you know what you're worth and you know how to talk about this with confidence."

DIRECTOR, PUBLISHING

"[GetFive] helps open your eyes to things you can't see. If you give them a little bit, they're going to give you a whole lot more. I was able to change careers and industry. Take advantage of it."

MANAGER, BANKING