



Introduction and Capabilities

Helping Leaders Build Great Performing Teams

Kurt Lang – CEO & Founder

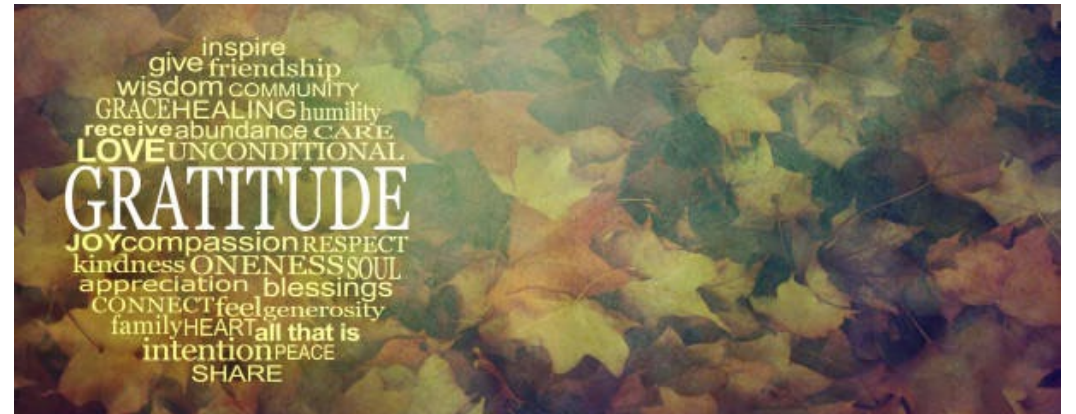
www.langleadership.com



Gratitude is a great place to start!

We feel compelled to say, "Thank you" to all the outstanding people who have helped us along our Leadership Journey.

Leaders are created – not just born with the right stuff.



Now, in Act II of our careers, we want to educate and develop every leader we can who wants to *build a great performing team – leadership, culture, behaviors and results.*

History and Team Performance



We worked diligently to create and sustain the world's largest and most successful industrial air compressor distributor: Air Technologies. www.aircompressors.com

- A PE owned company since 2013 (ESOP).
- In 7 years (2013-2019), we successfully grew and sold our business three times in the PE market space.
- **The Alpha Factor™ has proven to be highly effective in the PE market space too.**

Our team was instrumental in leading that charge and now, ***we want to share what we've learned and serve leaders wanting to build great performing teams.***

Kurt Lang Bio

- USN: USS W.S. Sims FF1059, 1982-1986
- Ohio University; Production & Operations Management, 1986-1989
- Ingersoll Rand: Application Engineer & Sales Engineer, 1989-1994
- OTC / Air Technologies: Region Manager, VP, COO, President, 1994-2021
- Private Equity: successfully completed three company sales events, 2013-2019
- Vistage CEO Member for more than 15 years, then to the CEOIQ Program
- Lang Leadership Dynamics, LLC; launched in 2022
- Married since 1989; Katherine (my better half), 4 children, 2 grandchildren



Vicki Kilbourne Bio

- More than 25 years of experience in all areas of HR and OD
- OTC Executive Vice President of OD and HR 1996-2020
- Lang Leadership Dynamics, LLC; since 2022
- Heavy focus on developing and sustaining corporate culture at all levels
- Successfully integrated over 15 acquisitions into the Private Equity organization
- Board Member of the Westside Free Store Ministries in Columbus, OH
- University of Maryland; Bachelor in Accounting, Minor in Human Resources. Past SPHR with Society of Human Resources Professionals
- Along with my husband, Doug, we have 5 children and 12 grandchildren who are a constant source of pride and enjoyment



Kurt Lang – Our Story & Vital Lessons

After 36 years, here's my top 10:

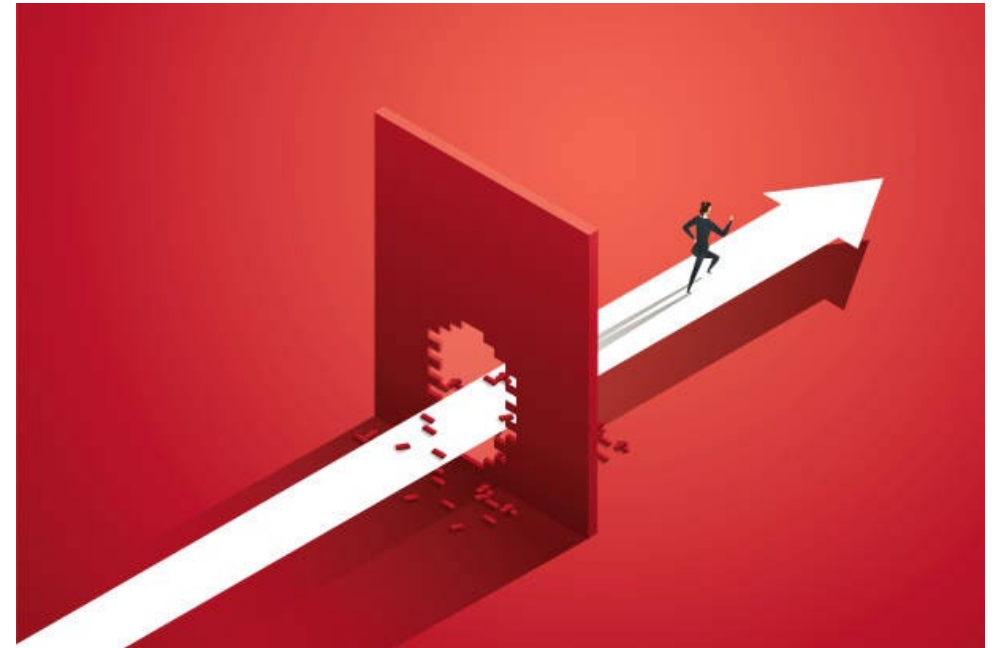
1. Gratitude! Our success is not by our own hands.
2. It started with a Dream, then a Vision – they told me I would fail.
3. Lead with Purpose and Values - What do Marcus Aurelius and Tim Cook have in common?
4. Learning and continuous improvement is vital. Grow – yourself and others.
5. A growth mindset is essential – What's possible? Leads to Breakthroughs.
6. Breakthroughs show up – pay attention, choose wisely, take-action, it's OK to say NO.
7. The development of 3 key drivers: Vision, Courage and Commitment.
8. Adversity and crisis – learning from occasional failure and crisis management.
9. Always serve others – Earn their trust daily (DTW – Get To) and they'll achieve the results.
10. Have a little FUN – it does matter!



lessons learned



A Growth Mindset & Breakthroughs



LDS: Learn > DO > Stop!

For each topic, ask and answer the 3 most critical questions before moving into reliable action:

1. What did I LEARN?
2. What will I DO better?
3. What will I STOP doing?

LDS: LEARN > DO > STOP!

A growth mindset will lead to breakthroughs and Accelerated Results!



Core Services > *Accelerate Growth & Results!*



1. **One-to-one leadership training for CEOs, Presidents and their Executive teams.**
2. **Alpha Factor® - Our Master Leadership Program: 3 core sections to achieve better results.**
3. **Impactful Keynote Presentations – shake up your team, unlock greatness, accelerate performance.**



Alpha Factor[®] - Our Master Leadership Program

Three core sections:

1. **Love & Lead the People: the top 9 drivers to achieve and sustain a performance culture.**
2. **The VCC approach to 5-year strategic planning and achievement: Vision, Courage and Commitment.**
3. **Your daily growth practice: the top 4 drivers that will help you stay focused on the right activities.**

(1) Full Day to Deliver Program & Monthly Accountability Sessions for 1-Year.

Educate > Build Competencies > Implement > Achieve Sustained Success!



A note of caution and some perspective



On the surface, The Alpha Factor® may appear intense and overwhelming; it is not.

We'll take it one step at a time and guide you and your team through the journey.

We're presenting the long game. These principles have proven to be highly effective in creating a culture that is focused on outstanding leadership, team building, continuous improvement and high performance.

Our competencies and skills are quite extensive. We're excited to meet with you, find out what you want to specifically achieve and craft a custom solution that will help you make it happen.

Greatness will be defined by each client—with a little coaching and accountability from us!



Section One: Love & Lead the People

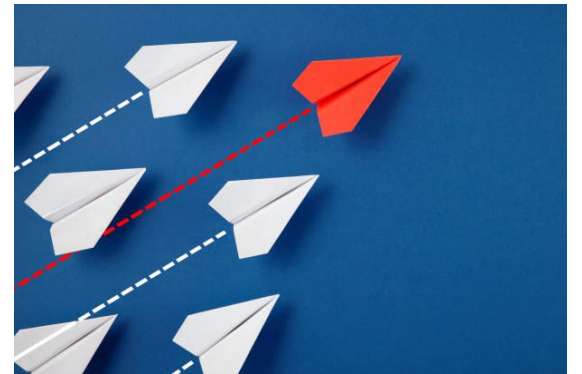


We'll review the top 9 drivers that will help you create and sustain a performance culture.

These drivers were developed over the last 3 decades. They're proven to work, be highly effective and must be fully executed over time to achieve the desired results.

These principles will prove to your teammates that you truly care about them; you're there to help them grow and be successful. They directly relate to improving the business, which helps everyone to win.

This is all about two key topics; Earning Trust and Achieving Results.



Section Two: 5-Year Strategic Planning & Achievement

Using our VCC approach, Vision, Courage & Commitment, we'll help you create and achieve your 5-year strategic plans. In a separate document that we've developed, we'll guide you through the process.

VCC – the top three drivers to build a great life:

Vision: Alignment & Clarity – Mission (What, Why & How), Core Values, goals, action plans!

Courage: Drive your life forward, apply daily accountability, execute your action plans, push through occasional adversity, learn, and win each day. This is the *Jet-Fuel* to make it happen – daily courage.

Commitment: You're truly committed to the long game in making every effort to achieve the objectives that you have planned for yourself – professional and personal.



Section Three: Your daily growth practice



Having a firm grip on a daily growth practice is crucial > Mind Body Connection!

We've worked with many experts over the years, studied many respected books on these topics, done the work each day and we want to suggest a daily growth practice that is built around four basic areas:

Mind > Body > Movement > Affirmations

1. Mind – your daily mental management practice
2. Body – sleeping, hydrating and eating
3. Movement – how you physically work your body
4. Affirmations – providing attention to your most critical strategic life priorities

M > B > M > A – simple & effective.



Alpha Factor™ *Call to Action!*



We hope this information inspired you to *Take-Action!*

Building a great performing team and sustaining it over time are learned leadership competencies, and we're here to help you through every step of the process.

Please contact us to schedule your first session with one of our teammates.

Thank You and Full Steam Ahead!

Kurt Lang
CEO & Founder





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