



**Leadership For Performance  
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# *Introductory Story: Stoner, Inc.*

Stoner, Inc.

- founded by Paul Stoner, an orphan, chemist, and an entrepreneur in 1950s
- make printing inks.
- In 1986 it was purchased by his grandson, Rob Ecklin and evolved product line to car care products.
- Ecklin personally managed the company

# *Introductory Story: Stoner, Inc.*

Empowered six-member senior leadership team in:

- Strategic planning
- Develop team processes
- Mentor team members
- Leadership team

Their core values guide them in all aspects



# *Introductory Story: Stoner, Inc.*

- Stoner Excellence System
- Stoner 60
- Key 1
- Enterprise resource planning systems

## Results:

The company ranks first in terms of quality, delivery, service and value; except price.

# *Leadership*

- the position or function of a leader, a person who guides or directs a group. He managed to maintain his leadership of the party despite heavy opposition.
- the time when a person holds the position of leader.
- the power or ability to lead other people.

# *Deming set the stage for leadership for quality*

5 out of 14 point refer directly or indirectly to leadership:

Point 1: Management Commitment

Point 7: Institute Leadership

Point 8: Drive Out Fear

Point 12: Remove Barriers

Point 14: Take action