From:	R. Patrick Hill
To:	Bielarski, Edward J
Cc:	Sean Coniglio; Eric Polins; Sarah Lindemuth
Subject:	Fwd: Gainesville Sun
Date:	Saturday, February 25, 2017 12:05:01 PM

Full Message:
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> Ed
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> This morning's article seemed on target and fair. While it got the big pix, it led one to the point of view that it is intended to fix an error and that it will be well vetted. All good, although understandably frustrating that it is out in the public before a chance to advance discussions on the MOU before releasing. The reader comments were interesting.
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> Again, we truly enjoyed the meeting yesterday and feel we got a lot of open and honest feedback....as well as some expected and unexpected bias. Clearly there is much to review and contemplate in shaping the essential go forward approach. And I look forward to discussing progress as the plan takes shape.
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> On the trip back, I learned that Magi expressed some disappointment that we did not use the sessions for specific goal setting.....something very hard for outsiders to do and not part of our plan. As we discussed in our post event session, we are advocates of setting tangible matrix for measurements.....and building on the concept of continuous improvements to achieve. Establishing some base lines...including a company wide benefit for measured improvement in customer knowledge, appreciation, and satisfaction....can be a great tool for building team focus across all silos. And, of course, each department can build measurable scales to monitor growth and proficiency.

At a minimum, the major change which can emerge from your work on the bio plant can help change the paradigm and will be the base for many opportunities in the future. It's exciting to see the prospects!

Thanks for the confidence of bringing our team in to help. On a personal front, I truly look forward to future encounters and restate my invite to connect when next on the SC coast. I shared common background and interests with my wife and she "just smiled" and reinforced our invite.

Best regards.
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> Sent from my iPad