

VPP Success: Culture / Leadership

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Cintas helps more than one million businesses of all types and sizes by providing products and services that help keep their facilities and employees **clean, safe and looking their best.**



WORKWEAR PROGRAM



FACILITY SERVICES



FIRST AID & SAFETY



FIRE PROTECTION

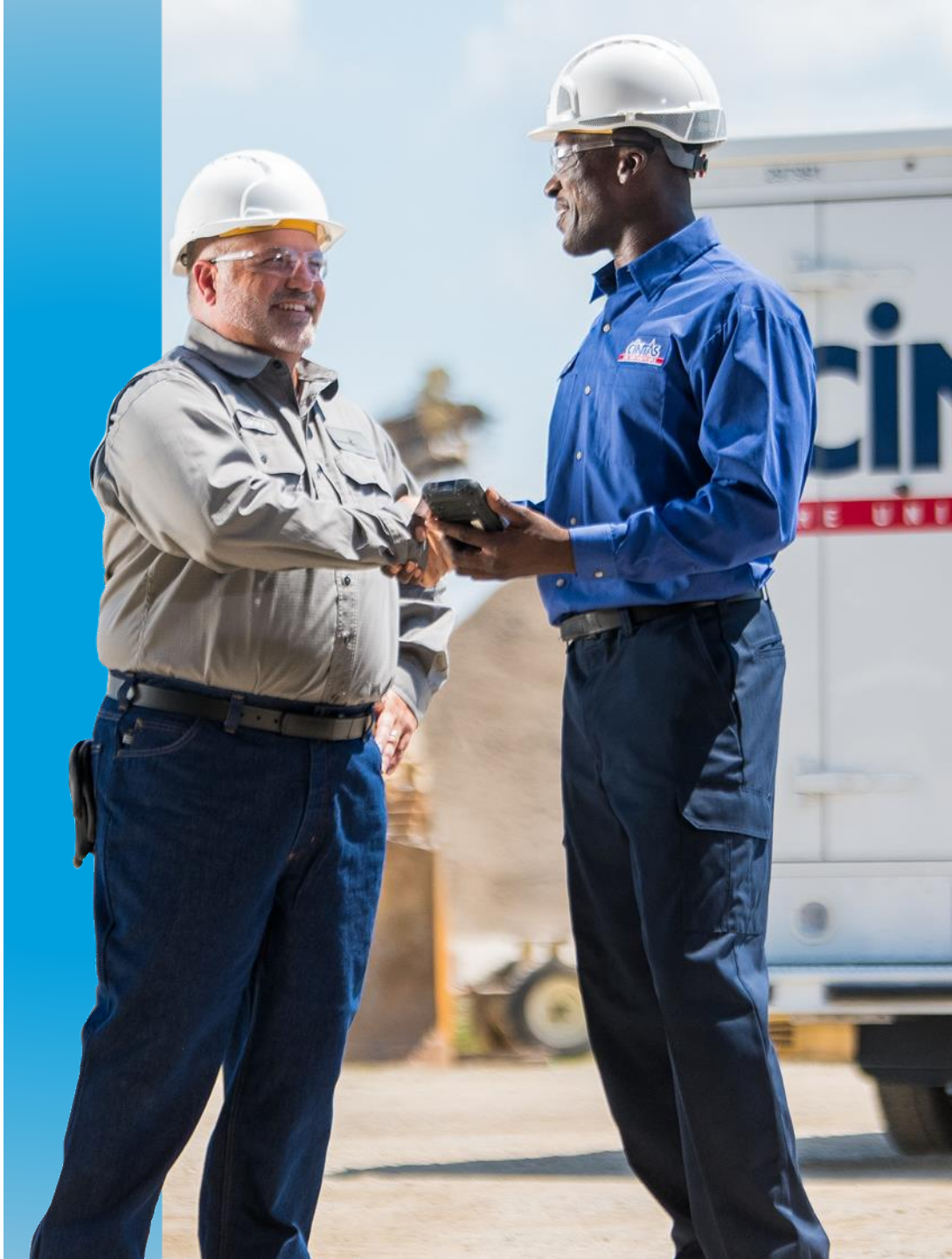


DESIGN COLLECTIVE

Partners in H&S Excellence



Corporate Culture



Culture


The Rules

*How you do what you do
in the workplace.*

Culture

... the shared assumptions,
values, and beliefs, which
governs how people behave

Culture



*In 1 or 2 sentences, write down
your organizational culture;*

*not what's stated on the
website, but how you, who
operates in it, describes it.*

1. Start with you – be ready to be better
2. Relationships matter
3. Execute and create habits
4. Character
5. Align with your corporate culture





A decorative graphic on the left side of the slide, featuring stylized green leaves and a circular shape, possibly representing a sun or a globe, in various shades of green.

Our Health and Safety Vision

Every Cintas partner is
engaged in continuously
improving health and
safety.

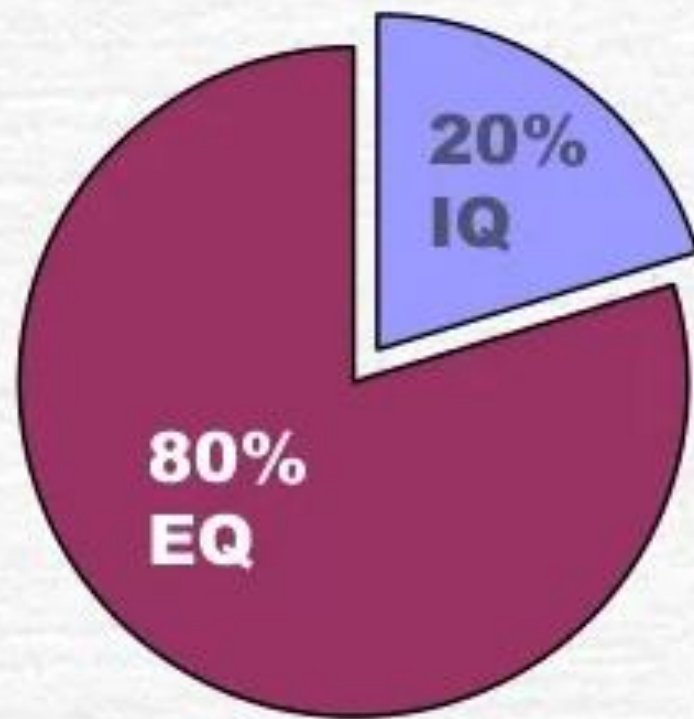
Relationships matter



IQ v/s EQ

(Intelligence Quotient v/s Emotional Quotient)

- ☛ The research shows that IQ can help you to be **successful** to the extent of **20** percent only in life. The rest of **80** percent **success** depends on your EQ



Mentorship

How many of the professional athletes have coaches?

All of Them.

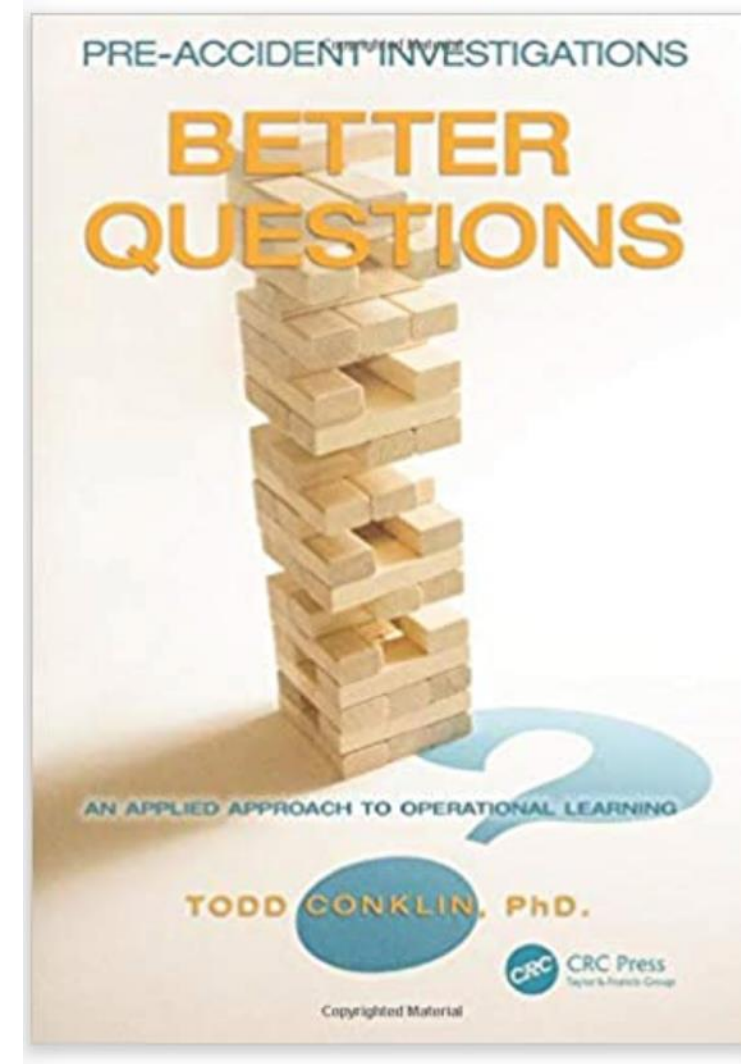
“

You need to fundamentally
change the way you think about
Communication
and change it into
Conversation

**If we want better answers,
we need to ask better
questions.**

**Expand the question from
“why?”
... to “how?” (Conklin)**

Start with Who..



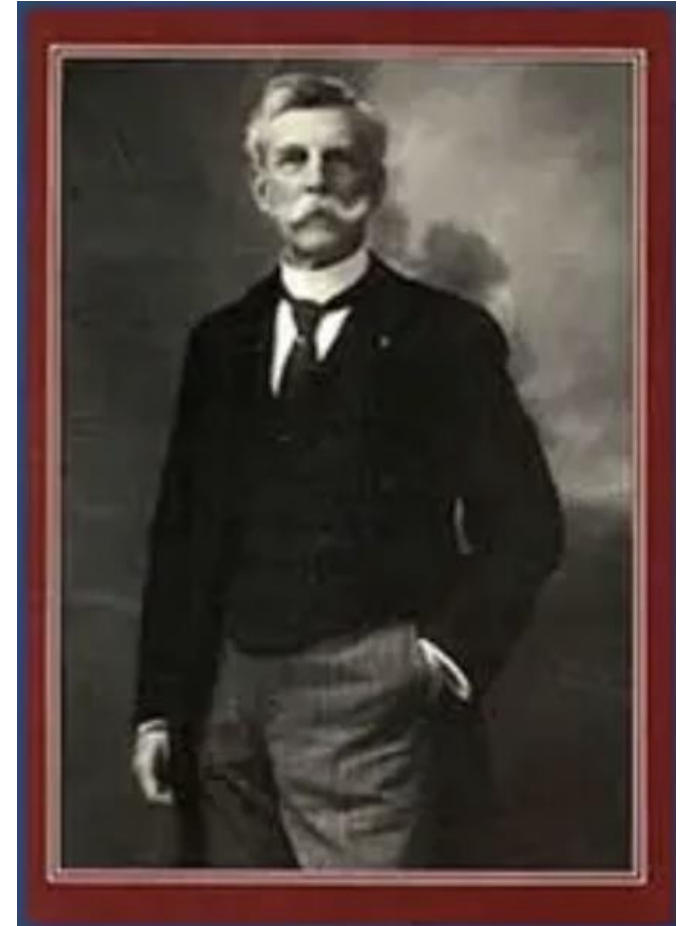
Simple

**Can't solve complex with
complicated**

Ready for the Workday™

***‘... there is an elegant
simplicity on the other
side of complexity.’***

Oliver Wendell Holmes





Habits

**The longer the time frame for results,
the less you need intensity
and the more you need consistency –
on the days you want to do it
and the days you do not .**

Discipline

- When people seem uncommonly disciplined, look for a powerful habit hiding in plain sight.
- It's not that they have more discipline than you or I, but they were able to turn that discipline into consistency with a habit.
- Long-term results come from consistency.

Shane Farnam
The Knowledge Project





Trust

Jim Collins – Benefits of Trust

- **Higher employee retention**
- **Reduced turnover**
- **Reduce absenteeism**
- **Higher quality of care**
- **Improved job satisfaction**
- **Creativity and innovation**
- **Confidence in the workplace**
- **High degree of personal involvement**
- **Greater commitment**
- **Personal success**
- **Organizational success**
- **Enhanced communication**
- **Better relationships**
- **Transparency**
- **Improved collaboration and teamwork**

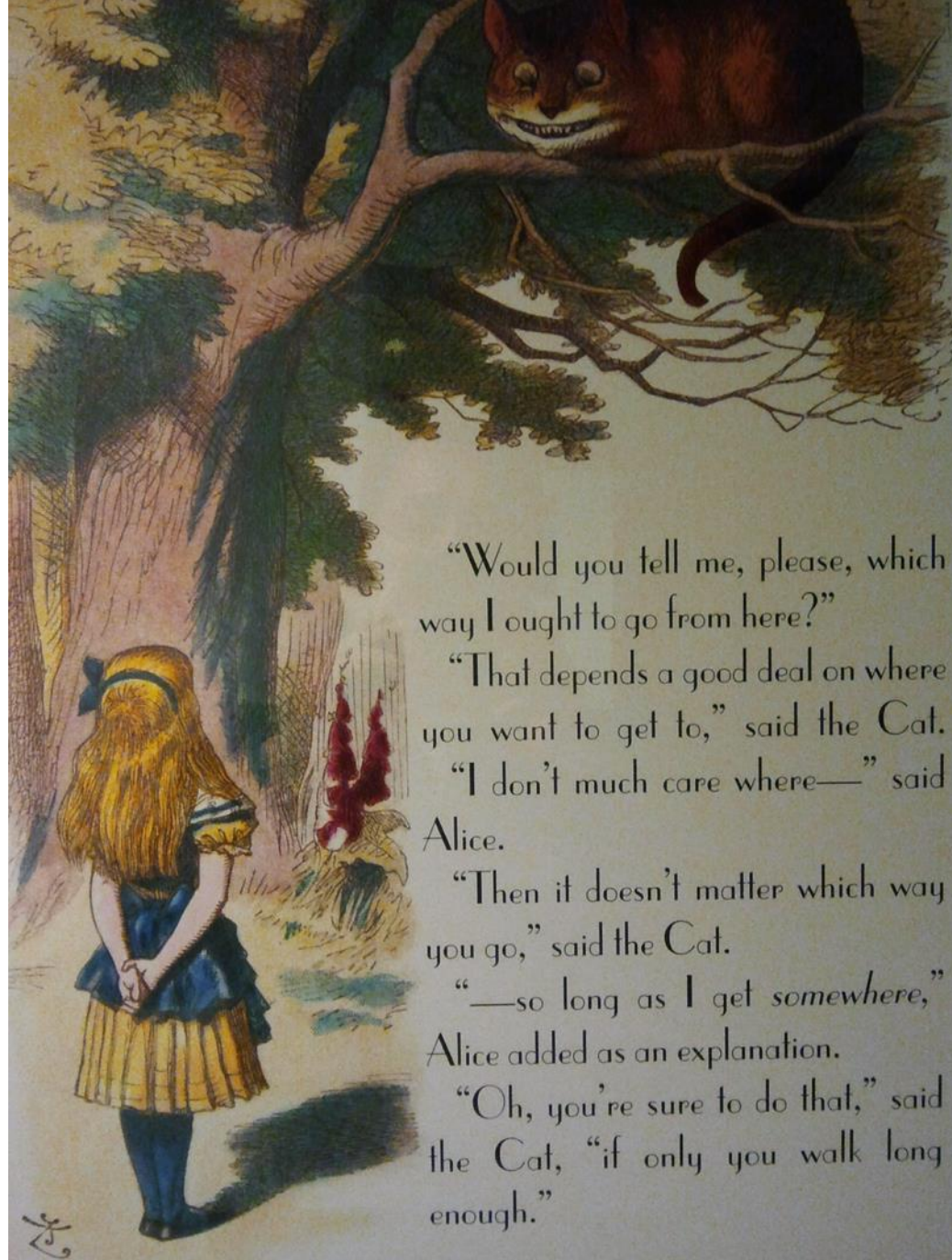
What are your 3 top skills as a EHS leader?

Rate yourself from 1 – 10.

What are you doing now that gives you that rating?



Corporate Culture



"Would you tell me, please, which way I ought to go from here?"

"That depends a good deal on where you want to get to," said the Cat.

"I don't much care where—" said Alice.

"Then it doesn't matter which way you go," said the Cat.

"—so long as I get *somewhere*," Alice added as an explanation.

"Oh, you're sure to do that," said the Cat, "if only you walk long enough."

Culture beats Strategy



Corporate
Culture

Safety
Climate



Corporate Culture

Safety
Climate

Partners in H&S Excellence





“We write for the same reason that we walk, talk, climb mountains or swim the oceans — because we can. We have some impulse within us that makes us want to explain ourselves to other human beings. That’s why we paint, that’s why we dare to love someone- because we have the impulse to explain who we are. Not just how tall we are, or thin... but who we are internally... perhaps even spiritually. **There’s something, which impels us to show our inner-souls.** The more courageous we are, the more we succeed in explaining what we know.”

— Maya Angelou

Thank YOU for what you DO!



CINTAS
READY FOR THE WORKDAY™