



Sam McPherson

Lominger Associate

Success Development Strategies

Sam McPherson offers 36 years of hands on experience in leadership and workforce development for organizations ranging from 1,300 to 100,000 Associates. The companies that he has led stretch from coast to coast and from \$32 million to \$7 billion in sales across five different industries; consumer products, retail, manufacturing, transportation and agri-business. By focusing each of his company's leadership teams upon employee selection, engagement and development they were able to make significant, measurable business results improvements.

As the head of Human Resources in his last four jobs, he and his management teams faced and won most of the challenges that you have in front of you today. For example, turnover in 3 organizations was reduced by over 30%. Safety and Worker's Compensation costs were lowered by one-third. His most recent and largest organization, Family Dollar Stores, succeeded in doubling in size from \$3 billion to \$7 billion and grew from 3,200 to 6,800 stores in just six years.

This in-depth experience led Sam to develop a consulting practice using the set of key success factors he found in the Leadership Architect® Suite by Lominger.

At Raley's, a \$3 billion supermarket and pharmacy chain, the entire executive team was led through Lominger's Strategic Effectiveness Architect® and Voices 360® leadership development programs to build the firm's succession plan and manage 3 company acquisitions.

Sam's principle training ground was at divisions of PepsiCo for ten years. At the Frito Lay division, employee engagement was surveyed every year at all

levels to insure that Associates were receiving the work tools and supervisory support they needed to provide the "best in class" in snack food freshness and quality. Frito Lay's route sales team was trained in key success selling skills that made them the true "professionals" and a top sales team in the food industry.

Two manufacturing companies early in Sam's career taught him the value of workforce (floor) involvement to gather and learn the key success factors for engagement. When the workforce is involved with their management in reaching and exceeding mutual goals both union and non-union Associates can cooperate and thrive.

The principles that enabled Sam's success began with his education with a Bachelor's Degree in Business Administration and a Master's Degree in Management from the University of Nebraska. To contribute to other professionals what he has learned, Sam has conducted seminars for the International Quality and Productivity Center™ on "Human Resources' Role in Acquisitions and Mergers" and has served as chairman for their annual conference on "Human Resources Metrics and Measurement." To "give back" to the communities that he has served in Sam has contributed to public and charitable organizations needing leadership training, fund raising and board of directors support.

Success Development Strategies

816 Castleberry Lane,

Lincoln, CA 95645

Email: sucesstrategies@gmail.com

Telephone: +916-893-6131