

Regional Vision:

The Great Lakes Region will be the #1 tire and wheel retailer in all our markets by having a team who truly cares for our customers' safety, executes Best Practices, and supports a winning culture that our people want to be a part of.

What You Can Expect From Me:

1. I will continuously develop my leadership skills to better serve you and your people.
2. I will celebrate the efforts in your successes and always challenge you to achieve more.
3. I will make mistakes but will grow from these opportunities.
4. I will always be available for you, no matter the day or time.
5. I will make rational and logical business decisions which are in the best interests for the growth of our region.
6. I will be honest and straightforward, even if it's not what you want to hear.
7. I will always encourage feedback; we are all in this together.
8. I will hold you accountable to deliver the required results for us to fulfill our Mission, To Make Dreams Come True.

What I Expect From The Great Lakes Managers:

1. I expect you to utilize AORs and the Mentorship Strategy to create a career path for your people's continued growth.
2. I expect you to embrace new company initiatives and be front runners in the understanding and implementation.
3. I expect you to keep a store appearance that gives our customers confidence in their decision to do business with us.
4. I expect you to know and understand company Best Practices and hold yourself and team accountable to the consistent execution.
5. I expect you to be in your stores, because the most important responsibility you have is developing your people.
6. I expect you to deliver results.
7. I expect you to ask for help.