

TIME



it's always time
to go to work...

GSCMC
April 20, 2012

Caterpillar Work Philosophy

- Maintain and enhance a positive working environment that fosters, and encourages, direct management-employee interaction. The LEC is strongly committed to a management program that requires all employees to work together.

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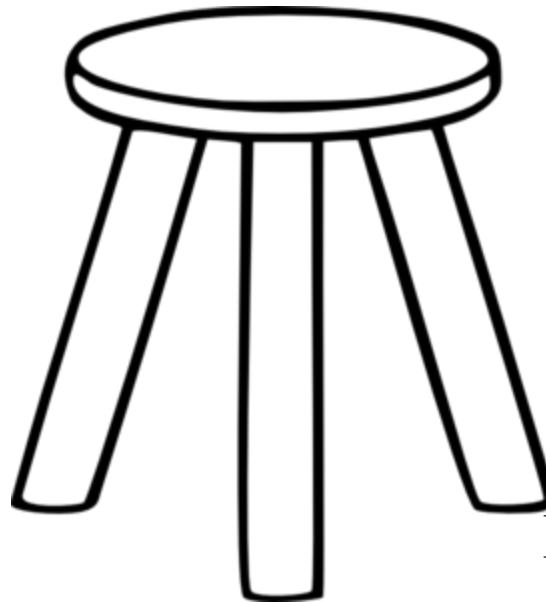
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People

Test for knowledge

What will this person become over their career?



Assess for capability

What is their potential?

Interview for experience

What do they do well?

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What are we looking for?

- Bench Strength-”Next person up”
- Humility
- Confidence
- Coachable and willingness to learn
- Willing to take measured risk
- Leadership
- Internships

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What do we see?

- The perception of work and reward.
- Technical classroom experience; not practically applied
 - Typical scenario: In a class, put in a group, one person disengaged, no leader, I lead, talk to person, we received a good grade.
- Students are not sure of what to expect at roundtables, job fairs and other meet and greet functions.
- These are more than outlets for resume' issuance.
 - There is very little time to impress among several outstanding candidates.

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