

**2020 ANNUAL CONVENTION
AMERICAN BRUSH MANUFACTURERS ASSOCIATION**

MEETING EVALUATION 41 Responses

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1. Rate the Annual Convention at Renaissance Vinoy Resort & Spa, St Petersburg, FL

	Excellent	Good	Fair	Poor
Overall Meeting (3.5)	23	14	3	
St Petersburg as a Destination (3.6)	28	12	1	
Renaissance Vinoy Resort (3.34)	24	12	5	
Value of Meeting to your (3.6) Company	26	13	1	

2. Do you have any suggestions as to how the Annual Convention can be improved so that it would enhance the value to you and your company?

Continue to find relevant speakers/topics that will help me make better decisions when I return to my workplace
Bring back the printed booklet with attendees and addenda
Provide a list of activities for those who do not golf.

Enjoyed the group discussions and voting for ABMA direction. At least one random group participation per convention is a good idea.

There was only one educational session but LOVE the face to face and that is amazing.

More time to visit more suppliers. Discussions on regulatory issues that impact all companies such as Prop 65, REACH, RoHS, or, future economic trends.

Please consider moving the meeting time of Face to Face later than the current 8am start time.

Great convention considering the Interbrush year and the virus

I would like to have had the chance to meet with other suppliers and co-manufacturers, but perhaps I made a mistake during my selection process.

If the intent is to involve next generations or promising managers, content tailored for them will need to be created.

We should have old display format once every 4 or so years. During normal attendance convention, it will be a bit difficult to visit with all the

Wanted to meet with several more suppliers at the round tables, but many of my requests were dropped.

I think the Face-2-Face sessions need to be expanded to 20 minute intervals. In some cases, the session was too short. We had a filled dance card and got great info exchange with some customers that we do not routinely see. Great example of one stop shopping. After two meetings like this, it appears to me to bring more value than the old booth setup.

Working table pre defined by chance in educational Meetings -> to ensure that everybody gets in contact with each other

During face 2 face 13 minutes defined for talk, 1 minute for finalizing, 1 minute to Change seats, clear and loud sound signals to ensure everybody stays in his time schedule

Realizing that this is a vacation for most members. I would not change the format. However I think that the ABMA should explore a mid year meeting- maybe every other year in a city such as Chicago. Have a day and half meeting with one overnight. I would have the same supplier tables format plus several educational speakers. This meeting would not be for company owners or Presidents, but more for Purchasing associates, Operational heads, and sales and marketing personnel. It would give them time to learn and interact with others in our industry. Currently not at all realistic that I would send my Operation head or purchasing buyer to come down for one day to a resort destination such as the Vinoy or next year in San Diego. We need to get more people involved, and even more companies as this format might appeal to some of the larger corporate companies that are currently skipping the ABMA altogether.

I would like to see the delegates' full contact information back in booklet form. Maybe this could be added to the brochure as an extra page?

Moving forward, I think it will be difficult to justify nearly a full week away from the normal duties at work. From a value standpoint, having a diversified group is incredibly helpful. This was highlighted by the fact that the group consensus was different from that of the consensus at my table during the educational institute. I would love to see even more diversity from the standpoint of employees in different roles who have area specific knowlege and experiences that I can learn from. Alongside the owners and presidents who currently attend, this would broaden the depth of shared knowlege.

Provide a format that other members of our companies can connect to network and learn through out the rest of the year. We need to be more than a convention driven organization. I like the direction that the Vision 2020 is taking us. I hope we can pull it off.

Good job

3. Do you have any suggestions/preferences for future meeting sites?

Austin (6)

San Antonio (3)

Greenville, SC (2)

Lake Havasu, AZ

Hyatt Lost Pines (2)

Miami (South Beach)

Maui, Hawaii

DC

Sea island, GA

South Florida (4)

Biltmore, Miami, FL (2)

Boca Raton

Scottsdale (4)

New Orleans (2)

Pinehurst, NC

Not a cruise ship!!!

Key West, Florida

Cruise Ship

South Carolina

Kiawah Island-The Sanctuary

Phoenix

Ritz, Key Biscayne, FL

back to Vinoy

Hilton Head, SC

Las Vegas

Palm Beach

4. Please rate the following:

	Excellent	Good	Fair	Poor
All Divisional Meeting (3.07)	7	21	1	1
Educational Institute (2.68) Lisa Ryan: Top Talent	8	17	8	1
Welcome Reception (3.28)	17	20	3	
Educational Institute (2.79) Steve Fredlund: Vision 2020	12	18	7	2
Suppliers Display (3.79) Face 2 Face	33	5	1	
Friday Supplier (3.28) Reception	16	17	3	

5. Do you have any specific comments on the speakers or programming?

I initially did not think that the pair of presenters this year would be very worthwhile. However, both provided good content and were interesting. I have already begun sharing the info from Lisa Ryan with others in my organization.

Yearly educational institute about the development of the brush Industry especially in the USA against europe, China and world wide

Suppliers meetings were to short- maybe increase to 18 minutes each. We are only meeting with companies that we want to- so there is much to discuss. Maybe if overall session was 4 hours and 45 minutes, there would be time to do this. Besides enjoying a resort in a sunny and warm environment, this is the number reason why people attend.

I thought they were good in their own field, however, as a suggestion maybe consider speakers from other industries that use brushes in their manufacture to gain knowledge of their industries' needs from our industry. i think that might also attract more manufacturing members and maybe offer something that might have been missed. Automotive, hardware, housewares, luxury items etc

Having everyone converse/vote on the most pressing topics/issues within the association was helpful to see where the most potential for future association growth is. (Steve was great!)

I enjoyed the combination of applied philosophy and the gathering of data collaboratively. Moving forward, I would like to see conversations about what change might need to occur within ones respective company (what is the industry and manufacturing at large doing, what to look for, are we missing the lowest hanging fruit, etc.) complemented by a philosophical discussion on how to change culture, how to know it needs to be changed, and how to adapt to it yourself.

Good job..

From my perspective, past topics were more interesting for me. Perhaps its because I have been to a few of the "how to retain employees" seminars already. It was however interesting to hear how other manufacturers retain and review employees.

The food at the welcome reception was particularly scarce for vegetarians?

Both speakers were very good (not boring). Also, they didn't run too long, so that was good as well.

More take home value

Speakers were good but did not have the "wow factor" I was looking for.

Regulatory or economic related

We can do better. Tom Foster - Hiring Talent Alan Beaulieu - Economic Outlook John Cremer - Self Aware Leadership To name a few Steve Fredlund could have been better, but could be our fault for not providing enough feedback to create a better presentation.

6. What was the specific "take-home" value for you from attending this meeting?

The Face-2-Face speed dating sessions generated some new business programs that might not have happened with just e-mail exchanges.

Networking, always Networking (12)

I really value everyone's diverse perspectives. It's good to know that members of the association can work collaboratively to bettering the association and confronting issues that impact us all in the industry.

Meeting the suppliers, machine builders, brushmakers and business owners was hugley impactful and helpful. The emperical knowledge I was able to collect through interaction will help me to shape the decisions I make as an employee. The ability to discuss with and see how people and companies at large are adjusting to outside factors such as tarrifs, pandemic fears, and new laws gives great insight into the industry and the members that it is made of.

Our new product "Wire-Mat" and the feedback I got. Very valuable!!

The Face 2 Face was great. Keep this format. The discussions were productive and focused.

Staying connected to aba members and the whole community family!

I found the face-to-face very beneficial. It is good to meet our vendors face to face in one location.

Gratitude.

Retaining employees is very important - learned a lot of good ideas to put into practice!

GREAT face to face meetings

Taking care of your people is important.

Ability to meet with current and prospective suppliers face to face. Exchange of best practices with fellow brush manufacturers. Identification of common issues facing similar businesses.

Meeting with suppliers that you normally would not meet. Met with suppliers to ask more about their company and found out ways to work together to provide new products.

I learn more from the round table discussions within the group than the group speakers. You could bring back Steve Fredlund to help facilitate the discussions.

The lower attendance gave us an opportunity to spend more time with customers and potential customers. We got real value out of the show. Trying to make the best out of an unfortunate situation.

Strengthened relationships, Several immediate business opportunities, Clarification on outstanding R&D projects.

Face to Face with existing and potential customers

7. What would be useful to your professional growth in subjects or networking at next year's meeting for either the Business Session or ABMA Educational Institute?

After many false starts, it appears that industry is finally accepting the concepts of Sustainability and its many applications. It might be good to have someone speak that helps companies understand the market potential for sustainable products and how they can modify their business to achieve less of a footprint. Education on the differences of bio-content and biodegradable, etc.

Group Events (for example beach Volleyball) during golfing or other boat trip.

Take a look at Major General Robert Mixon with Level 5 Associates. Very inspirational and motivating speaker that talks about Leadership. Would be great for either next year or the following year.

There were no divisional meetings to attend such as paint applicator, industrial or broom and mop or suppliers division so question 4/1 is irrelevant. or, am i missing something and therefore missed the meetings? The resumes from each divisional meeting chairman was a speedy report. When and where were the meetings held to achieve these reports? I felt that those reports could have been handed out before hand and that questions could have been asked as no meetings were available for such.

Anything speaker or activity that would build on my specific knowledge base or broaden my general knowledge base would be wildly helpful. It is easy to get tunnel vision within a job role, company, or industry and forget that there are advances being made elsewhere that may be transferable.

Have the sessions also online so others in our organization can attend. Develop peer groups for engineers, purchasing people, production staff and plant managers to interact during the rest of the year.

Possibly cybersecurity or future trends... These were subjects in the past but they were very good and could be updated frequently...

I enjoyed past presentations which dealt with the interactions between the market and products. A few years ago there was a speaker who drew a correlation about population growth/decline and how it affected the sales of motorcycles. This type of topic is interesting to me. A topic of fossil fuel use vs the growth of alternative energy and predictions is another topic I would be interested in.

More opportunities to interact with the suppliers. More of the "senior" or "prominent" ABMA members should interact with the masses not just their friends.

Leadership and grooming younger employees to be our company's future leaders

Team building like we did in Austin involving everybody, instead of a speaker, what about a team building exercise or other "get off your ass" activities for the whole group.

Small Business related topics. Current Tax info that helps small business.

Leadership training, Communication Training,

Leadership training. Relevant topic that forces/encourages audience participation.

8. Is there anything additional ABMA can do to help you and or your business?

Put the golf on the first day, lunch and dinner on own. Two speakers on second day, am and pm with a reception in the evening, Put face to face in the morning then lunch and all ABMA business on third afternoon - obligatory with suppliers reception in the evening. delegates might choose a 2 day or 3 day package as it suits. anyone can come a day early or a day late as it suits them if they want to make it into a vacation but i feel the congress should not be a vacation. This would bring costs down for some delegates and also for the convention.

Help us learn how to adapt to the rapidly changing business landscape. Provide insight as to why companies are merging and expanding and why that model is so popular now. Provide insight into the 4th industrial revolution that is so data driven and show companies how to use that data.

Help us to get younger members of our organizations indoctrinated into the culture of ABMA.

Great job...

Since many of us are competitors this topic needs to be vetted, but I would find it useful to see how other ABMA members use technology to help them use resources more effectively. By technology I'm referring to MRP system features as well as software for marketing and not necessarily in the manufacturing process, or machines on the floor.

Stop the Corona Virus

Doing a great job and LOVED the networking dinner

Define and Show us How to sell to the US Government...Steps to go thru to not only get on Bid Lists for Quotes, but how or can we deal direct with the US Gov't.

Show us how to sell products online for maximum results.

Regulatory information / guidance. As an example, consistency in applying Prop 65 or REACH among all companies.

Stay focused on growing our association and keeping the convention fun and relevant.

9. Are there any other comments you would like to share with the Board?

The current world health issues and the rapid changes made many people uncomfortable. I think the meeting addressed the elephant in the room well. Adequate protection was provided. Sounds like all attendees are still healthy, as far as we know. Good job being in front of this, especially considering the average age of attendees.

It might be easier for the Board to pick 4 destinations and just rotate them every four years. Maybe this would help in negotiating rates. Pick Scottsdale, Austin or San Antonio, St. Petersburg, and the Hyatt at Bonita Springs (or some other Florida resort that is on a beach).

The booklet was sorely missed. This is because it gives me access to companies and delegates that i don't recognize in in the meeting. As i have to politely turn of my telephone i cannot access any downloaded information. In the meeting halls there is not usually good connection to check online either even it i had not politely turned off my phone. I can make notes in the booklet. i can check the hotel map for meeting rooms and check the divisional heads and board members. When new division chairmen, new members etc., are announced so quickly it is difficult to keep up with their names. It would be easy to make a fourth column and add new member or division ... chair etc. Many attendees may have cancelled and therefore, as the site is not updated during the congress not a complete and up to date set of information. To say the booklet outdated, is not needed, or 'you must go with the times!' is a very poor excuse for eliminating an important tool. I am sure i am not the only one who missed it. Children in schools today are still being taught to write, make notes and use all data forms.

Perhaps a way to continue draw new members or keep larger members is to induce the "fear of missing out" of revolutionary work. Companies like Toyota and BMW understand that deposite both being car comanies they can offer something very specific. That is to say: If we can as a group decide what advancements might help everyone, we can as a group develop the idea (minimizing risk, money and man hours for all involved). Speaker suggestion: Mark Johnson - former director of the advanced manufacturing office at the DOE and current Clemson professor.

The Board and our executive director did a great job of making the most of a difficult situation regarding the Corona Virus and the cancellation that took place. Even with reduced attendance it was well worth coming to the convention. The Vision 2020 was an excellent process to go thru. Some very important info was gathered. It is now the Boards task to craft a new path forward. If we continue on as a convention driven organization I fear our future is bleak in terms of sustaining membership. The convention is nice for executives and owners of member companies however the Koolaid needs to be drank further down in our organizations.

Not sure how useful this comment will be, but after about 12-13 holes of the golf game, I'm ready to call it. Specially us "northerners" are not used to heat this early in the year, my golf group was dragging towards the end.

I think a concerted effort, beyond the current committee actions, need to be taken to drive membership and preserve the critical mass of the organization.

Great Job! Add more members to keep ABMA going

We thought the face to face approach was great and encourage to maintain that format.

We Need More Younger Members. But you already know that...

I would possibly look to expand the Face-to-Face meetings from the current time to possibly 20 minutes per meeting. sometimes we were able to just get into some discussions and it was time to move on to the next meeting.

Thank you for your work!

Dave Parr is a rock star.

Being a new member the opportunity to reach out and have a collection of experts located in one place being willing to share their expertise is refreshing. Thank you for the opportunity

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
	Orlando, FL Omni	Austin, TX Hyatt Lost Pines	PB Gdns FL PGA Nat'l	Miami Beach FL Eden Roc	Palm Spg, CA Mission Hills	St Pete, FL R Vinoy	Bonita Spgs, FL Hyatt CP	Hyatt GC Orlando FL	Westin Kierland Scottsde AZ	Atlantis Bahamas	St Pete FL Vinoy
Number of Responses	80	61	76	85	70	88	76	78	73	51	41
Overall Meeting	3.60	3.60	3.72	3.65	3.69	3.72	3.73	3.79	3.66	3.35	3.5
City as Destination	3.19	3.57	3.35	3.45	3.48	3.69	3.71	3.22	3.57	2.6	3.63
Resort	3.05	3.79	3.33	3.30	2.93	3.60	3.75	3.49	3.64	2.14	3.34
Value	3.55	3.42	3.63	3.47	3.53	3.54	3.71	3.53	3.57	3.46	3.6
Divisional Meetings	3.25	3.11	3.26	3.20	3.22	2.98	3.12	3.25	3.27	3.03	3.07
Educational Institute	3.05	3.15	3.34	3.03	2.94	3.26	2.80	3.05	3.08	3.53	2.68
Opening Reception	3.51	3.63	3.55	2.66	3.39	3.63	3.68	3.63	3.59	3.53	3.28
Educational Institute	3.85	2.41	3.28	3.83	3.72	3.22	3.63	3.68	3.78	2.64	2.79
Suppliers Display	3.33	3.45	3.52	3.64	3.46	3.50	3.60	3.62	3.54	3.44	3.79
Finished Goods Display		2.96	2.56								
Supplier's Reception	3.06	3.88	3.87	3.80	3.61	3.75	3.71	3.74	3.64	3.56	3.28
Educational Institute	2.92	2.86	2.23	3.66	3.76	3.73	3.47		3.63		
Total Unweighted Average	3.28	3.34	3.29	3.39	3.40	3.51	3.54	3.50	3.54	3.13	3.30