



 | The **RBL** Group

Human Capability Exchange 2025

April 23 – 24, 2025



Connection – The “Secret Sauce” to Leading a Thriving Organization

with Kirk Aubry
Retired CEO of Savage

Session Speakers



Kirk Aubry

Retired CEO of Savage



Norm Smallwood

Co-Founder & Partner
of The RBL Group

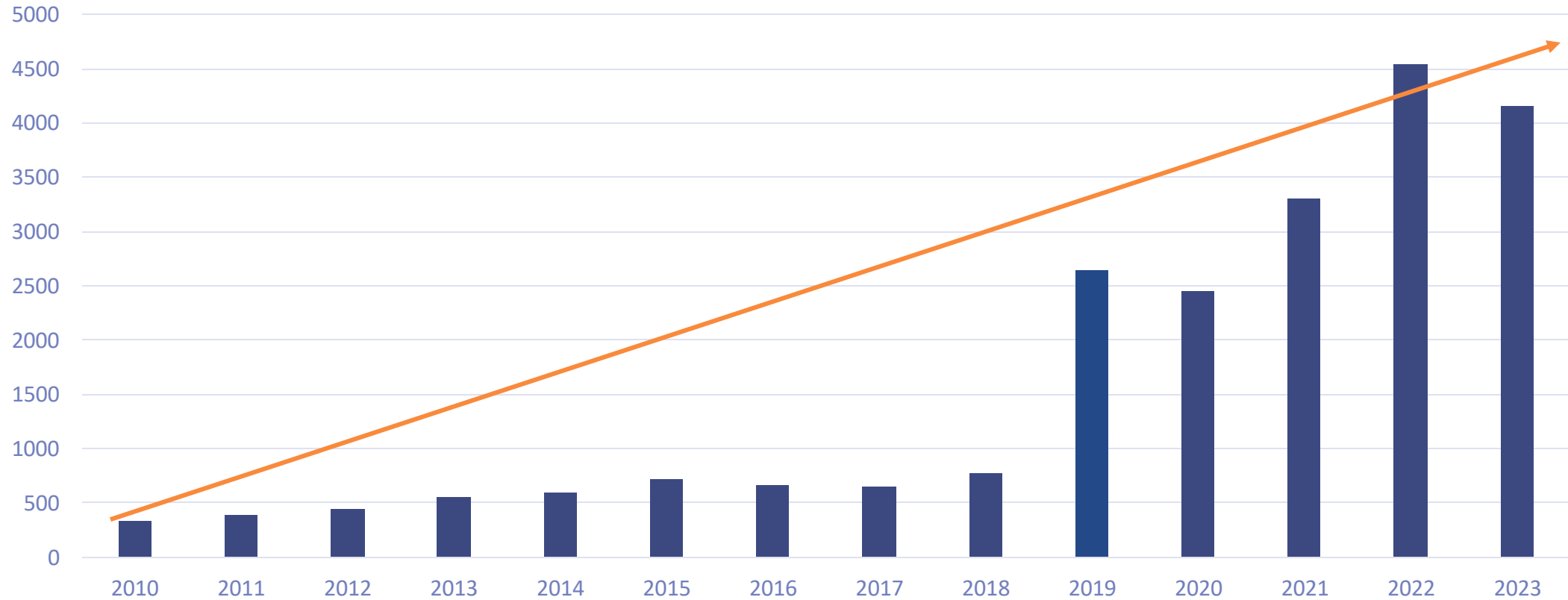
Who is Savage?

- Founded in 1946
- Supply chain – people moving and managing materials – trucks, trains, ports, vessels
- 4,500 Team Members
- 220+ locations globally – U.S., Mexico, Canada, Saudi Arabia

Revenue Growth

2010 – 2023

2010-2023 CAGR* = 21.5%



**CAGR = Compounded Annual Growth Rate*

Connection is the “Secret Sauce”



Savage: Built on a Foundation of Connection



Vision and Legacy

Our vision and legacy for this Company is that it will continue for future generations.

We view the role of owners, board members, managers and employees as a stewardship, always doing what is right, in balance, for our Company, employees and customers.

We expect that all business dealings be conducted with integrity and on the basis of what is fair and honest.

A major purpose of the Company is to provide our people with opportunities for personal growth—to do things that they never dreamed possible.

We expect the Company to be aggressive and in control, pursuing business opportunities where it can succeed by developing trusting relationships with customers.

We expect our people to be progressive, relentlessly seeking improvement—asking the question, “How can we become better tomorrow than we are today?”

We desire that all future owners, leaders and employees continue this Vision and Legacy.

Dated this 3rd Day of May, 1999

The Savage Brothers

Bonnie C. Savage

Paul Savage

John Savage

SAVAGE

So many things divide us!

Social Movements

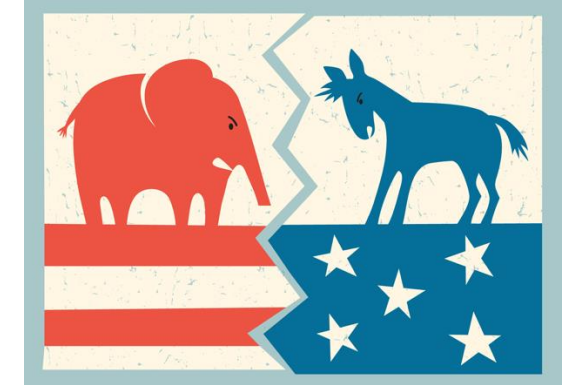


Diversity, Equity & Inclusion

Guns



Politics



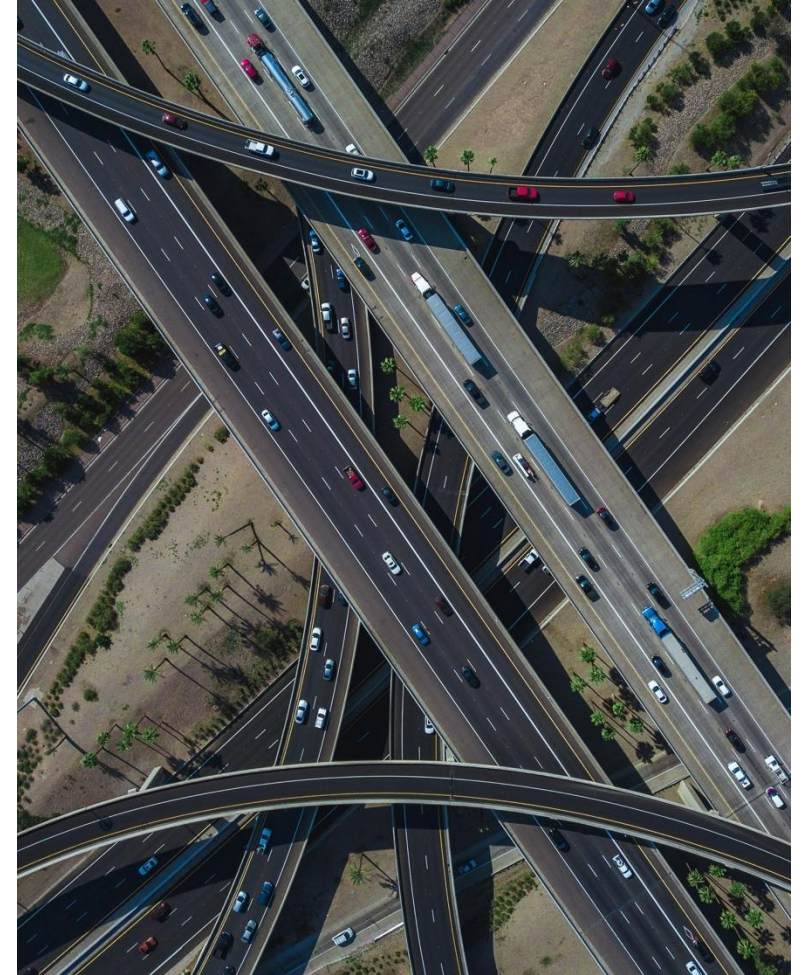
Immigration



Social Media



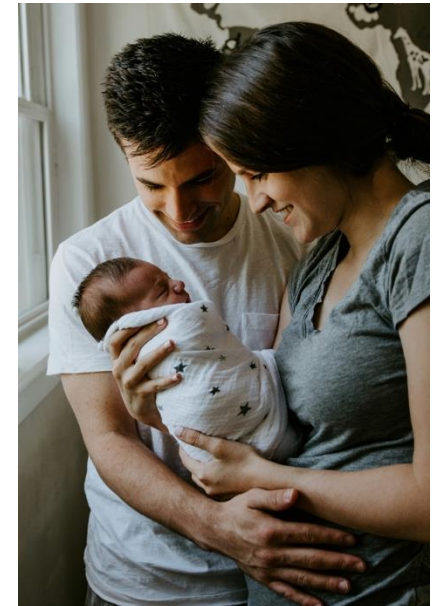
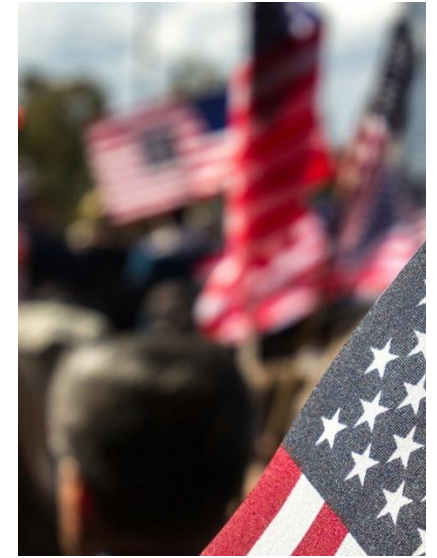
Physical Connection = Advancements



Virtual Connection = Advancement



Where do we see strong connections?



“Secret Sauce” Ingredients



Shared Goal: Organizational Strength & Resilience



Connected Organizations



Same Bus – Same Destination



We the people...



Use Your Words!



Outside World

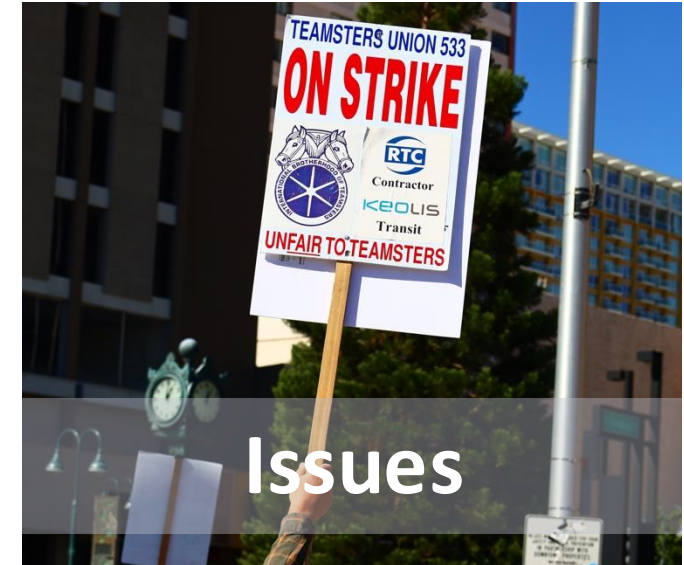


Ourselves



Impact of Self-Understanding

Hug the Tornado



Why You Should Care



ALIGNMENT



TALENT MAGNET



RESOURCE ALLOCATION



INNOVATION



QUALITY & PRODUCTIVITY

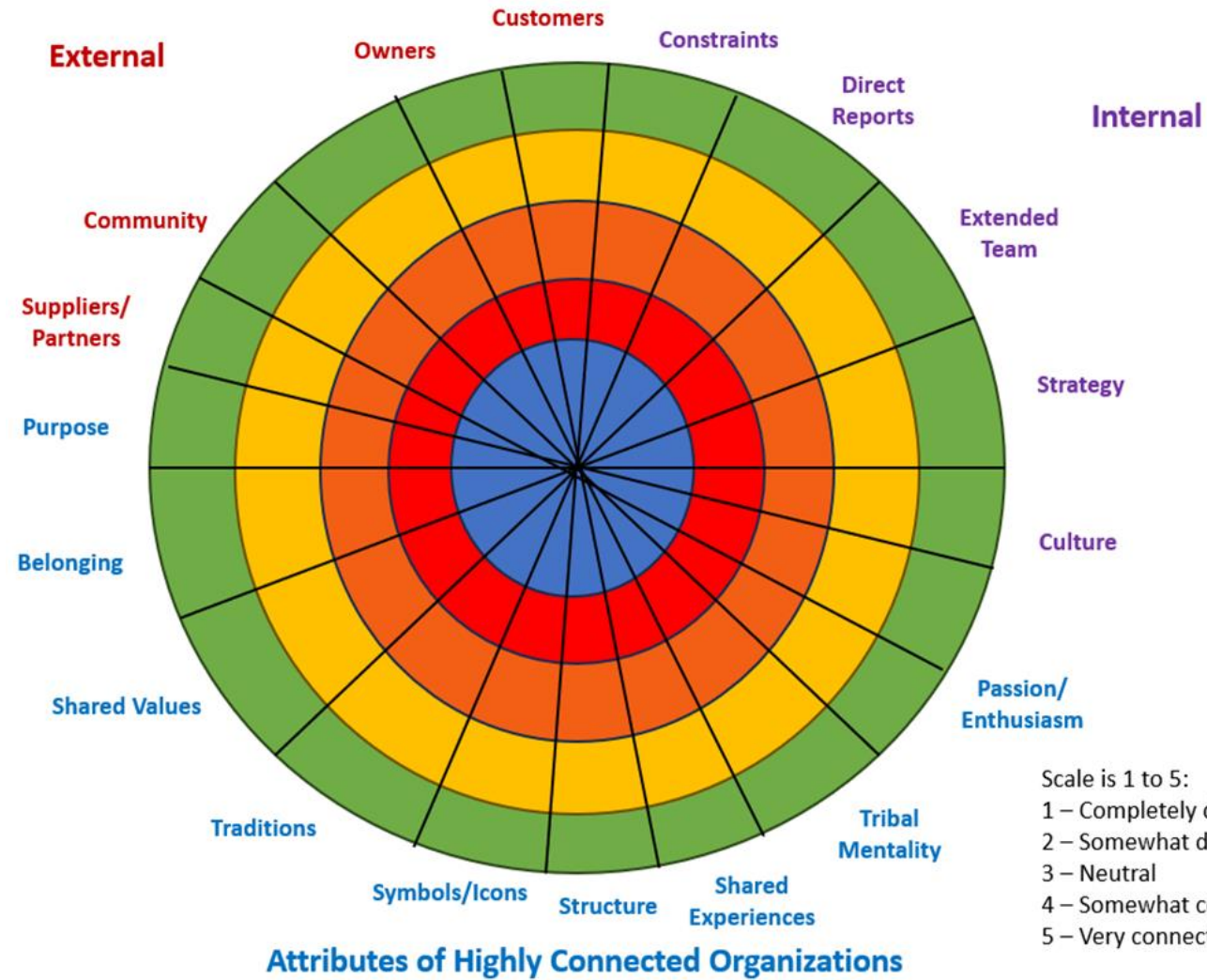


GROWTH



BRAND

Connectivity Quotient ("CQ")





We move and manage what matters so our Customers and Partners can
Feed the World, Power Our Lives, and Sustain the Planet.



FEED THE WORLD



POWER OUR LIVES



SUSTAIN THE PLANET



Get in Touch

Questions about the presentation?
Reach out and we'll get your questions answered.

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