

MD MANAGER CASCADE CALL



Manager Minute

MD “Manager Minute” is a bi-weekly resource for MD/MDI managers to utilize with their team. This document is intended as a resource for managers to highlight important messages or reminders to employees during staff/team meetings. Feel free to share or cascade the below or use your judgment as to what should be cascaded with your teams.

Feel free to customize to your own communication style.

MARK YOUR CALENDAR

Business Highlights By Internal Communications

First MD Manager Cascade Call Dials in Success

Morpho Detection holds first monthly Manager Cascade call, offering a transparent look at company goals and status.

In a committed effort to ensure that MD managers are empowered to communicate accurate company news, policies and goals with their teams, the first of monthly Manager Cascade call was held June 18.

A great deal of information was covered by President and CEO Karen Bomba, as well as several members of the executive team.

Cascade Call Goals

The key to making the Cascade Call a success and worthwhile of everyone's time, is not just the time spent on the call. What is most important is the follow up from managers.

They like you... They really like you!

MD employee surveys show that the preferred method of receiving company information is from their own managers.

Additionally, the subjects covered in the call were based directly from questions submitted by employees throughout all levels of the company. So this is clearly information people want to know.

Cascade Call information is a great opportunity to start inclusive conversations with employees.

Well informed employees have a greater sense of connection and purpose with their company. And who needs the gossipy grapevine when all the correct information has already been provided by everyone's manager!

It is essential that managers communicate the information provided in the Cascade Call to their teams.

Q2 Town Hall Meeting

Date: July 30

Time: To be announced

This year is shaping up to be a game changer in the way Morpho Detection approaches customer service, operations as well as innovation practices.

The MD Town Hall offers the entire company an opportunity to hear the latest company news.

This meeting will include information about company goals and the current status on many fronts.

Most importantly, it is an opportunity for employees to be heard. All attendees are encouraged to ask questions and voice constructive comments and suggestions.

TOWN HALL
MEETING

Leadership Thoughts

TOP 10 REASONS for Managers to COMMUNICATE PERSON TO PERSON with Employees

Given that many MD managers, remotely manage their teams, the immediate availability of e-mail is a handy and typically efficient means of communication.

However face-to-face interaction and conversations over the phone should not be overlooked as viable, and in many cases, much more effective alternatives when reaching out to employees.

Department and one-on-one meetings offer advantages in certain situations.

Real-time, person-to-person communication is an effective option when there is a need to:

1. **Observe body language and hear tone of voice** and understand reactions to information being.
2. **Develop workplace relationships and team cohesiveness.** The potential for developing relationships and team cohesiveness increases when there are opportunities for person-to-person interactions.
3. **Provide information on organizational changes.** Initiating meetings to communicate upcoming changes provides an opportunity for management to explain the rationale for decisions, provide relevant information and receive feedback from employees.
4. **Prevent and resolve conflicts.** Person-to-person communication provides opportunities to observe others' reactions, adjust behavior and clarify intent.
5. **Review a performance appraisal with an employee.** A meeting to review an appraisal provides an



opportunity for management to engage in dialogue with the employee about past performance and future plans. It also can underscore the importance that management places on the overall appraisal process.

6. **Inform an employee of discipline.** Person-to-person communication provides an opportunity to assist and influence an employee who is receiving discipline. If handled in an objective and professional manner, a disciplinary meeting can defuse emotions and defensiveness that can be roadblocks to positive change.

7. **Guard against overreliance on e-mail.** If e-mail becomes the primary source of communication, it can result in reduced interactions leading to feelings of isolation and being disconnected from other employees.

8. **Exchange confidential information.** Person-to-person discussions allow those involved to establish parameters and determine

an appropriate process for sharing confidential information. In situations of this nature, the use of e-mail normally is not an acceptable alternative. Confidentiality can be lost once an e-mail is sent, as it can be forwarded again and again.

9. **Reach negotiated agreements.** The ability to observe the reactions of involved parties is often a key factor in successful negotiations. If any communication signals are missing, the give and take normally required to reach agreement can be diminished significantly.

10. **Make decisions based on complex information.** Person-to-person discussions can improve the quality of a decision that is based on complex information. Meetings create an opportunity for those involved to examine their understanding of the information provided and to brainstorm pluses and minuses associated with alternative courses of action.

Reminders | Don't lose your audience with acronyms!

To acronym or not to acronym? That is the question. Well the short answer is, YES!

Yes use your industry acronyms, but ALWAYS initially explain what they mean. Employees have noted that during company-wide meetings, unfamiliar industry jargon and departmental acronyms are often used without explanation. Typically that is when speakers lose their audience because people no longer understand the discussion or presentation.

'Tis nobler in the mind to suffer a brief explanation of acronyms than the slings and arrows of blank stares!

MD Secured Strong Presence at Paris Air Show

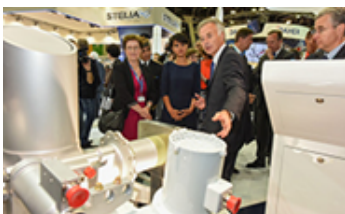
Listed below are great links to pictures, video and news reports to share from the 51st Paris Air Show that took place June 15-22 at Le Bourget Airport. Morpho Detection exhibited Itemiser 4DX, XDi and CTX solutions as part of a display promoting Morpho's security technologies.



A word from the Chairman of the Board

Ross McInnes, the Chairman of the Board, talks about Safran's presence at the Paris Air Show. Here is his interview.

> Watch the video



VIPs on the Safran stand

Photos of yesterday's official visits to the Safran stand.

> See the pictures



AerCap places \$2.7 billion CFM LEAP-1B order

AerCap Holdings N.V. yesterday announced an order for 200 CFM LEAP-1B engines to power 100 737 MAX aircraft. The order is valued at \$2.7 billion U.S. at list price.

> Read the press release



Morpho Receives Order for 40 CTX 9800 Explosives Detection Systems

Morpho, through its subsidiary Morpho Detection, announced yesterday that the Transportation Security Administration (TSA) has ordered 40 medium-speed CTX 9800 DSi™ explosives detection systems (EDS) valued at more than \$40 million.

> Read the press release



Turbomeca marks 100 million flight hours

During the Paris Air Show, Turbomeca is celebrating a major achievement: 100 million hours flown by its engine range. A Turbomeca-powered helicopter takes off every nine seconds, somewhere in the world.

> Read the press release



Xi'an Aircraft Industrial Corp and Sagem sign Letter of Intent for primary cockpit flight controls on China's MA700 regional aircraft

Xi'an Aircraft (AVIC group) and Sagem signed a Letter of Intent yesterday providing for the joint development and supply of the cockpit flight controls on China's planned MA700 regional jet.

> Read the press release



LEAP-1A engines for the 30 new A320neo aircraft of SMBC

At a ceremony at the Paris Air Show, SMBC Aviation Capital, the world's third largest aircraft lessor, announced its selection of CFM International's LEAP-1A engine to power 30 Airbus A320neo aircraft. The firm order is valued at \$885 million U.S.

> Read the press release



The Dreamliner 787 takes to the skies

First commercial aircraft fitted with electric brakes designed by Safran, the Boeing 787 is also equipped with cables provided by Safran - 104 km (64 miles) and 3,500 connectors on each aircraft.

> Watch the video



Innovation by Safran: conference on Mobility in the Future

Ready for another packed 15-minute innovation briefing? Vincent Bouatou, VP Business Development - Biometric Technologies, Morpho, tells us about the Safran businesses and technologies that will shape mobility tomorrow.

> Watch the video



Snecma unveils plans for new pulse lines dedicated to final assembly of LEAP engines

With more than 8,900 orders and commitments at May 31, 2015, a year before entry into service, CFM International's new LEAP® is already the best-selling engine while still under development in the history of aviation.

> Read the press release



Well drone!

Rise over the crowd and explore Safran's stand at the 2015 Paris Air Show from above – i.e. from a drone! You can fly over the key products from Safran's various companies, the Innovation area and the wall featuring Group employee photos, as the drone flies from one to the next.

> Watch the video



The photos from Paris Air Show Day 2

All Safran's photos and videos from the second day at the Paris Air Show are now in the News tab on www.parisairshow-2015.com.

> Go on the News tab

Go on the Safran at the 2015 Paris Air Show website to find all the news