

February 2009
Co-Manager Meeting Summary

Theme: Anchored to the Right Stuff
Visual: Helium Balloons

Many times I would ask college students why they were taking business courses. It did not take me long to realize that at the beginning of each semester when that question was asked, the response was basically the same: “They wanted to be their own boss.”

These young people wanted to fly freely. They desired to do what they wanted to do, when they wanted to do, and how they wanted to do it; nothing wrong with having goals.

By the end of the semester that same question was asked however this time the response was different. Now the students had come to some understanding of the responsibilities of being the “boss” or “leader”. They recognized to some degree the danger of flying free.

So why are you here? What value is there in bringing each of you here to OKC? This is done to help you understand how important it is to be anchored to the right “stuff”. No one is of any value just floating around out there. As managers, you need to be grounded. So what kind of stuff are you grounded to:

1. Past business experiences
2. Family
3. New experiences (training, environment)
4. Spiritual foundations

Here you are today, to experience the culture of Hobby Lobby. You will receive instruction manuals and materials. You will hear from men and women who have been with the company for many years. This is all done to assist you in being anchored to Hobby Lobby. All of us are tied to the Hobby Lobby way of doing things. It will not work for me or you if we are just flying around as free spirits.

So we pull together and get anchored together.

As the company continues to grow processes may change. Manuals will be updated. Instructions will change but the one thing that this company is anchored in that will not change is trying to honor God in everything that is done.

More than likely each of you researched the Hobby Lobby website prior to or shortly after your interview. Some of you may have been surprised to see a statement of purpose that emphasizes honoring God but that is the foundation of this company.