



Using MBTI® to power a values driven culture



Cummins

Libby Adam
Talent Learning and Development Manager
Cummins South Pacific

Grow
innovating people development

A Rich History in Innovation



Founded in 1919 by Clessie Cummins and W.G. Irwin

Pioneered the development of diesel engines

Promoted diesel as a reliable source of power

Earned its first profit in 1937

Our Business



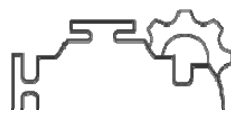
55,000

Employees worldwide



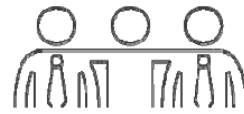
190+

Countries and territories



600

Distributor facilities



7400+

Dealer locations



6

Continents



On Highway



Power Generation



Marine



Mining, Oil & Gas, Defence



Rail

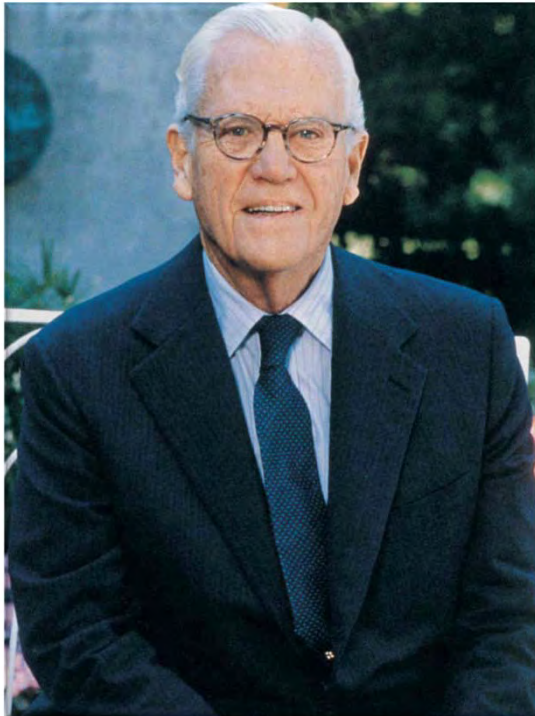


Construction & Agriculture



Grow

Essence of Our Culture



J Irwin Miller

“In the search for character and commitment, we must rid ourselves of our inherited, even cherished biases and prejudices...When we indulge ourselves in such irrational prejudices, we damage ourselves most of all and ultimately assure ourselves of failure in competition with those more open and less biased.”

“If a man or woman is to do his or her best, it has to be in a climate where they want to do it.”

“Business is not a balance sheet, or machinery or factories. Business is a collection of human beings that can accomplish more working together than any one of them could separately.”

Corporate Responsibility



4,641

Trees planted



2,385

Students impacted through Education initiatives



1.2

million
meals provided and / or delivered



401

employees picked up tools for repairs and improvements or volunteered for works



350

employees donated blood, potentially saving **+1000** lives!

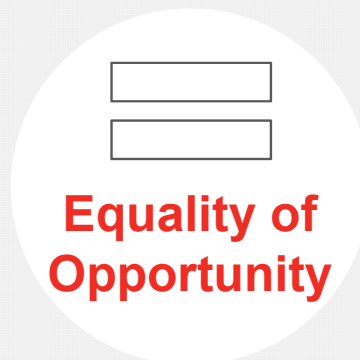


3.6

Tonnes of waste collection & recycling



Environment



Equality of Opportunity



Education

Our Story

WHY WE EXIST

OUR MISSION

Making people's lives better by powering a more prosperous world

WHAT WE WANT TO ACCOMPLISH

OUR VISION

Innovating for our customers to power their success

HOW WE WILL DO IT

VALUES

INTEGRITY

Doing what you say you will do and doing what is right

DIVERSITY & INCLUSION

Valuing and including our differences in decision making is our competitive advantage

CARING

Demonstrating awareness and consideration for the wellbeing of others

EXCELLENCE

Always delivering superior results

TEAMWORK

Collaborating across teams, functions, businesses and borders to deliver the best work

LEADERSHIP CULTURE

Inspiring and encouraging all employees to achieve their full potential

BRAND PROMISE

Powering our customers through innovation and dependability

STRATEGY

Delivering value to all stakeholders



Our Leadership Culture



‘Inspiring and encouraging all employees to achieve their full potential’



Impact & Insights



“Understanding that how I perceive the world and make decisions isn’t always the same way that others do.”

“Insights into my interactions both at work and home.”

“Teams can come together to bring about results that no one person could achieve on his or her own.”

“Recognize how much we need to rely on those around us to fill in our gaps and bring strengths to the areas in which we are weak.”

“Too often we perceive that we have nothing in common with those who have obvious different outward appearances; however, because of invisible diversity, we may actually have more in common with one another than we ever thought. The key is taking the time to learn and appreciate it.”



our
STORY

| Our people are our future



Grow



Questions?