



Spring 2024

NATIONAL MEETING



MAY 2-4, 2024

Signia by Hilton Orlando
Orlando, Florida

HERE IS A GLIMPSE OF WHAT YOU WILL LEARN AT THE SPRING MEETING:

Leveraging Emotional Intelligence by Leaders to Enhance
Worker Productivity

Igniting Employee Engagement Through Curiosity

Mastering Effective Parts Cleaning and Its Significance

Revolutionizing the Workplace with Flexibility and the
4-Day Work Week

Essential Strategies for Managing Specialty Gases like
Ammonia, Argon, Nitrogen, and Hydrogen

Analyzing the Impact of Election Outcomes from
Washington DC to Your Workplace



REFUEL YOUR PASSION & REFRESH YOUR PERSPECTIVE

INVITE FROM THE PRESIDENT



Dear MTI Members,

Embracing best practices through mutual learning stands as the foremost strategy for enhancing your company's performance, navigating challenges, and capitalizing on opportunities in today's dynamic landscape. Collaborative learning is powerful, and what better setting to experience this than the warm embrace of 80+ degree weather in Orlando, Florida?

RYAN FUSSELL
2024 MTI PRESIDENT

As MTI's 2024 President, I am thrilled to extend an invitation to you for the Spring Meeting, taking place from May 2nd to 4th at the Signia Hotel by Hilton in Orlando, FL. The Signia Hotel promises an unparalleled experience, offering a blend of enriching learning opportunities, leisurely pool time, golf, spa treatments, and vibrant entertainment. For those considering a family adventure, you're in luck! Premier attractions such as Disney, Universal Studios, Sea World, and Epcot are just moments away, offering exhilarating rides and experiences for all ages.

This event is your escape from the everyday hustle, transporting you to an opportunity to refuel your passion for your company and re-energize your perspective of the future.

The Education Committee has surpassed expectations once again by designing a program that truly resonates. Our Spring Meeting will delve into vital topics such as:

- Leveraging Emotional Intelligence by Leaders to Enhance Worker Productivity
- Igniting Employee Engagement Through Curiosity
- Mastering Effective Parts Cleaning and Its Significance
- Revolutionizing the Workplace with Flexibility and the 4-Day Work Week
- Essential Strategies for Managing Specialty Gases like Ammonia, Argon, Nitrogen, and Hydrogen
- Analyzing the Impact of Election Outcomes from Washington DC to Your Workplace

I urge you to seize this amazing opportunity to engage in a perfect blend of educational and social interactions. All details regarding the meeting and registration are provided in the accompanying brochure. Should you have any inquiries, feel free to reach out to info@heattreat.net.

Remember to secure your hotel booking sooner than later, as rooms are expected to sell out quickly. I look forward to welcoming you in Orlando!

Ryan Fussell – 2024 MTI President
Southwest Metal Treating Corp.

HOST HOTEL INFORMATION

SIGNIA BY HILTON ORLANDO

14100 Bonnet Creek Resort Ln.
Orlando, FL 32821

\$249
PER NIGHT

+\$20 PER NIGHT RESORT FEE

BOOK ONLINE AT [HEATTREAT.NET](https://heattreat.net)
OR CALL 888-353-2013



VERY IMPORTANT DATES

- Early bird registration ends **APRIL 12, 2024**
- All registrations are due by **BY APRIL 24, 2024**
- Full refund if cancellation is received by **APRIL 12, 2024**

DEADLINE FOR GROUP RATE:
April 10, 2023

TRANSPORTATION OPTIONS:

RENTAL CAR • UBER • LYFT

AIRPORT & TRANSPORTATION

AIRPORTS:

- Orlando International Airport (MCO)
(21 miles from hotel)

SPRING 2024 NATIONAL

FOR MORE INFORMATION, CONTACT THE MTI OFFICE

THURSDAY, MAY 2

3:30 PM - 5:30 PM: MTI CHECK-IN TO PICK UP NAME BADGES & WELCOME BAG

Your MTI welcome bag with name badges and drink tickets will be available for your pickup in the MTI Check-in table located at the built-in desk across from the gift shop. If you arrive after 5:30 pm, your welcome bag can be picked up outside the opening night reception.

6:00 PM - 6:30 PM: MTI FIRST TIMER RECEPTION

As a first timer, you will interact with the leadership of MTI prior to the full membership arriving.

6:30 PM - 9:30 PM: MTI WELCOME RECEPTION & DINNER

Enjoy Orlando's signature cuisine and drinks as you connect with members from all across North America.

FRIDAY, MAY 3

7:45 AM - 8:30 AM: CONTINENTAL BREAKFAST FOR SESSION ATTENDEES

8:30 AM - 8:40 AM: WELCOME FROM MTI PRESIDENT, RYAN FUSSELL

8:40 AM - 11:30 AM: GENERAL SESSIONS

Speaker: The Keys to Emotional Intelligence in Leadership

Year in and year out, studies show that employees are not leaving their company. They are leaving their boss. To create a work culture where employees feel welcomed, appreciated, and worth working for, it is important for any person managing two or more people to have a deep understanding of emotional intelligence to lead the way in the workplace and tap into each employee while maximizing their productivity. Russ Webb, nationally known speaker on emotional intelligence, will share the keys of driving a positive workplace culture through emotional intelligence.

Table Discussion: Fireside Chats on Workplace Schedule Creativity

Labor shortages, personal life demands, and employee expectations have all changed how we build a work schedule. No longer is it just 8 am to 5 pm, five days a week. Members will discuss in table groups, then as a whole, creative ideas for finding the balance of getting the work done and meeting employees' fast changing expectations including the trend of 4-day work week.

Speaker: Curiosity That Drives Employee Engagement

No organization wants its people to be apathetic—toward the work, the people, or the community. Community ignites loyalty and drives retention in both in-person and hybrid workplaces, and is built with one simple thing: curiosity. Curiosity is the opposite of apathy. In this hysterical and motivational keynote, nationally known speaker on curiosity, James Robilotta, will talk about how to ask better questions, change the way we hear people's stories and insights, and adapt the mindset of curiosity that drives a better workplace.

11:30 AM - 12:15 PM: STATE OF THE INSTITUTE UPDATE BY MTI PRESIDENT, RYAN FUSSELL

MTI President, Ryan Fussell from Southwest Metal Treating, along with other key leaders, will present an update on MTI's annual financial performance and key industry initiatives impacting your company.

CONTINUED ON NEXT PAGE

AL MEETING SCHEDULE

OFFICE AT 904-249-0448 OR KRISTEN@HEATTREAT.NET

FRIDAY, MAY 3

9:30 AM - 11:00 AM: SPOUSE/GUEST EVENT

One of the greatest elements of MTI meetings is how connected the spouses are. Don't miss this opportunity to connect with other MTI spouses. Details coming soon.

SATURDAY, MAY 4

7:45 AM - 8:30 AM: CONTINENTAL BREAKFAST FOR SESSION ATTENDEES

8:30 AM - 8:35 AM: WELCOME FROM MTI PRESIDENT, RYAN FUSSELL

8:35 AM - 11:30 AM: GENERAL SESSIONS

Panel Discussion: The Keys to Parts Cleanliness

A group of 3 members will share the growing importance of parts cleanliness and strategies to meet the growing demand. Members will discuss as a whole, their challenges, successes and best practices on parts cleanliness.

Table Discussion: Fireside Chat on Handling of Specialty Gases

Recent fines on heat treaters by the EPA for handling of ammonia has caused concern among the heat treating community. In a recent survey by MTI, 71% of members indicated concerns in handling argon, nitrogen, hydrogen, and ammonia. In this session, members will discuss at their tables, then as a full group, the challenges, safety protocols, and best practices in handling specialty gases.

Speaker: Economy, Elections, New Generation... What Does It All Mean?

The world seems to be shifting so fast it is almost too much to keep up. Looking ahead, we know that 2024 is a dynamic year because you have the influence of a rapidly changing economy, the U.S. elections, and changing generations. Gene Marks, a national business columnist and sought after speaker, will give you insights and trends on how to navigate the waters of change and uncertainty business owners all face ahead.

AFTERNOON FREE TO ENJOY ORLANDO, FLORIDA

6:30 PM - 7:30 PM: MTI PRESIDENT'S RECEPTION

All members are invited to the closing night reception to connect experiences, stories, and take-aways from your Orlando learning experience.

7:30 PM - 11:00 PM: FINAL NIGHT DINNER, A DJ, AND DANCING

MTI's Final Night Dinner is always full of energy and excitement with dinner, drinks, connection to members, DJ playing your top requests, and dancing. Come share your favorite take-aways and Orlando memories with members from all across North America.

Adventure, leisure, and enjoyment are calling your name at Signia by Hilton Orlando Bonnet Creek. The hotel offers onsite attractions for the whole family, championship golf, epic pools, a luxury spa, and much more. You'll make the most of your stay with the hotel, no matter what your idea of fun is.



TRAVEL TIPS

WEATHER

Attendees can anticipate daytime temperatures in the mid to high 80's, and nighttime temperatures in the high 60's (°F).

DRESS CODE

All events are resort casual except for final night. Final night is business casual.

NAME BADGE AND MEMBER WELCOME BAG

You will be able to pick up your name badge, drink tickets and welcome bag at the MTI Check In registration desk located at the built-in desk across from the gift shop from 3:30 pm to 5:30 pm.

THINGS TO DO

- **Theme Parks and Attractions**

If thrill-seeking is your style, you won't be able to get enough of our open-air theme parks, expansive water parks, and amazing attractions.

- **Food**

You certainly won't go away hungry — not with more than 6,000 restaurants featuring MICHELIN Guide honorees, celebrity chefs and local favorites, and options for every palate and price point.

- **Outdoors**

Head to the great outdoors for unbeatable ecotourism adventures and one-of-a-kind opportunities to watch and play sports, including more than 150 golf courses and the United States Tennis Association National Campus.



SEND TO:
321 HIGHWAY 76
WHITE HOUSE, TN 37188



FAX: 904-249-0459
QUESTIONS:
KRISTEN@HEATTREAT.NET

2024 MTI SPRING MEETING REGISTRATION FORM

General Information: May 2-4, 2024 - The Signia by Hilton Orlando - 14100 Bonnet Creek Resort Ln. Orlando, FL 32821

COMPANY NAME	
ADDRESS	
PHONE	
E-MAIL	

FIRST & LAST NAME FOR BADGE	BADGE NICKNAME	M-MEMBER S-SPOUSE G-GUEST C-CHILD* <small>*INCLUDE AGE</small>	SPECIAL DIETARY NEEDS	1ST TIME? ✓	THUR. DINNER & RECEP. ✓	FRI. GEN. SESSION ✓	FRI. SPOUSE- GUEST EVENT ✓	SAT. GEN. SESSION ✓	SAT. DINNER & RECEP. ✓

***SPECIAL NOTE:** Please make sure to list any special dietary requirements.
Please return this form no later than APRIL 24, 2024

Registration Fees:

***Member Registration Fee includes: Thursday & Saturday Dinner/Receptions, Friday & Saturday Educational Sessions, Materials, and Continental Breakfast**

****Spouse/Guest Registration Fee Includes: Thursday & Saturday Dinner/Receptions, and Spouse/Guest Event**

*****Child Registration Fee Includes Thursday & Saturday Dinner/Receptions (Child's Meal is Typically Chicken Fingers & Fries or Similar)**

EARLY BIRD PRICING

ON OR BEFORE 4/12/24

ON OR AFTER 4/13/24

Member or Company Employee

\$845.00

\$895.00

Qty: _____. = _____. _____

Spouse/Guest/Children 12+**

\$445.00

\$495.00

Qty: _____. = _____. _____

Children Under 12 (Under 3 Free)***

\$100.00

\$150.00

Qty: _____. = _____. _____

Total to Process - _____

Payment Information:

Payment Type: ☐ CHECK ☐ CARD

Card #: _____ Exp: ____/____. Name on Card: _____ CVV: _____

Authorized Signature: _____

**I authorize MTI to process the total amount necessary for all attendees noted on this registration form to attend the meeting*

Cancellations must be received no later than April 12th, at 4:00pm CT to avoid charges to your company.



Metal Treating Institute
321 Highway 76,
White House, TN 37188

Why Attend MTI National Meetings



"These meetings bring to us a level of information and creative ideas to run our businesses we can't get anywhere else."

Michael Mouilleseaux
Erie Steel LTD

"MTI brings a lot of value to heat treaters, but far and away the biggest value is the relationships and camaraderie that happen at the national meetings."

Andy Tobin
Thermal Modification Technologies

"Being able to get together with people in my industry at an MTI meeting to share war stories and success stories for best practices is so valuable to my company."

Jim Orr
Penna Flame Technologies