



Spring 2023

# NATIONAL MEETING

NAPLES, FL



**MAY 8-10, 2023**  
Naples Grande Beach Resort

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

- How to create and drive culture in your company
- How to turn the theory of culture into action items that make change
- The 8-step framework to creating awesome culture
- Learn the right questions to ask to create the culture your employees want
- How Process Flow Mapping can drastically change your plant efficiencies
- The keys to implementing Process Flow Mapping into your plant operations
- What personnel should be included in Process Flow Mapping planning
- Solutions to four hot topics selected by attendees for Fireside Chat discussions
- How to harness the power of "showing up" when adversity jumps in your way
- How leaders become the calm in the storm
- How to be a leader who empowers a team to win at life and their career

**REFUEL YOUR PASSION & REFRESH YOUR PERSPECTIVE**

# INVITE FROM THE PRESIDENT



**JIM ORR**

2023 MTI PRESIDENT

**Dear MTI Members,**

2023 is now upon us and it brings a sign of new optimism and hope. With that optimism and hope, there is still a good deal of uncertainty and hesitancy for all of us. The key to uncertainty and hesitancy is learning from one another.

Learning from each other through best practices is the #1 path to improving your company, overcoming challenges, and seizing opportunities in today's fast-paced environment.

Learning from one another means coming together as a group, and there is no better way to learn than in 80+ degree weather with the beach under your feet.

As your 2023 President, I'm excited to invite you to the 2023 Spring Meeting, May 8-10 at the Naples Grande Beach Resort in Naples, FL. Located on an amazing stretch of beachfront on the Gulf of Mexico, the Naples Grande Resort boasts a refreshing learning experience where you can immerse yourself in tropical white-sand beaches, incredible pools, unique dining options, and a refreshing atmosphere. You will definitely feel a world away from all the chaos of life.

The Education Committee has done another outstanding job on designing a program that hits the mark. At this meeting, you will learn:

- How to create and drive culture in your company
- How to turn the theory of culture into action items that make change
- The 8-step framework to creating awesome culture
- Learn the right questions to ask to create the culture your employees want
- How Process Flow Mapping can drastically change your plant efficiencies

- The keys to implementing Process Flow Mapping into your plant operations
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MTI is excited to have Super Bowl winning quarterback and NFL sportscaster, Joe Theismann from the Washington Redskins, as our featured keynote. Joe will sign 5 jerseys, 5 footballs, and 1 NFL helmet to give away after his session to help raise money for the MTI Educational Foundation. See brochure for details on how to participate.

I encourage you to take advantage of this opportunity to experience a well-balanced mix of educational sessions and interactive social events. The meeting and registration details are enclosed with this brochure. If you have any questions, please don't hesitate to contact [info@heattreat.net](mailto:info@heattreat.net).

As always, book your hotel early. Rooms will sell out fast. See you in Naples!

**Jim Orr – 2023 MTI President**

Penna Flame Industries



# HOST HOTEL INFORMATION

## NAPLES GRANDE BEACH RESORT

475 Seagate Dr.  
Naples, FL 34103

**DEADLINE FOR GROUP RATE:  
APRIL 14, 2023**

**\$249  
PER NIGHT**

*+\$10 PER NIGHT RESORT FEE*

**PHONE: 844-489-9663**

GROUP CODE:

**GMTI23**



## AIRPORT & TRANSPORTATION

### AIRPORTS:

- Fort Myers International Airport  
RSW (28 miles from hotel)

### TRANSPORTATION OPTIONS:

RENTAL CAR • UBER • LYFT

## VERY IMPORTANT DATES

- Early bird registration ends **APRIL 21, 2023**
- All registrations are due by **APRIL 28, 2023**
- Full refund if cancellation is received by  
**APRIL 21, 2023**



# SPRING 2023 NATIONAL

FOR MORE INFORMATION, CONTACT THE MTI OFF

## MONDAY, MAY 8

### 3:30 PM - 5:00 PM: MTI CHECK-IN TO PICK UP NAME BADGES & WELCOME ENVELOPES

Your MTI welcome envelope with name badges and drink tickets will be available for your pickup at the MTI Check-in table located in the hotel lobby. If you arrive after 5:00 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 Naples' signature cuisine and drinks as you connect with members from all across North America.

## TUESDAY, MAY 9

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

### 8:30 AM - 8:40 AM: WELCOME FROM MTI PRESIDENT, JIM ORR

### 8:40 AM - 10:10 AM: GENERAL SESSION 1

*Creating a Work Culture That Wins Employees - David Friedman*

Creating a workplace culture that recruits, retains, and engages employees is probably the single most important element for every company's future growth. The big question is, "How do you do that?" David Friedman is one of the leading experts on delivering practical solutions you can implement to build an exciting work culture. In a time where you can't afford to lose your talent, this is a must see session.

### 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.

### 10:25 AM - 11:45 AM: GENERAL SESSION 2

*Using Process Flow Mapping to Maximize Plant Efficiency - Jon Tirpak*

Process flow mapping is a function through which you analyze every facet of your plant operations including: machinery location, order flow from receiving to shipping, employee processes, and the overall flow of an order to maximize automated flow and minimize cost, time, and waste within your plant. Jon will share the key elements and steps you need to take to maximize your plant efficiencies through process flow mapping methods.

### 11:45 AM - 12:15 PM: STATE OF THE INSTITUTE UPDATE BY MTI PRESIDENT, JIM ORR

MTI President, Jim Orr, along with other key leaders, will present an update on MTI's annual financial performance and key industry initiatives impacting your company.



# NATIONAL MEETING SCHEDULE

CONTACT US AT 904-249-0448 OR AMANDA@HEATTREAT.NET

## WEDNESDAY, MAY 10

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

**8:30 AM - 8:35 AM: WELCOME FROM MTI PRESIDENT, JIM ORR**

### **8:35 AM - 10:00 AM: GENERAL SESSION: FIRESIDE TABLE DISCUSSIONS**

At every national meeting, there are always hot topics that are on every attendee's mind that they would like to hear how other Members are dealing with those challenges or opportunities. Two MTI Members will facilitate an engaging and informative discussions on 4 key topics that attendees have selected as the 4 hottest topics on their mind. This session will include table discussions, as well as open discussion among all attendees. At every meeting, this session is always rated as one of the most informative sessions. Don't miss it!

### **10:15 AM - 11:15 AM: FEATURED KEYNOTE - JOE THEISMANN**

In today's fast-paced and ever-changing environment, leadership is going to be the difference between success and failure. MTI is excited to host Super Bowl winning quarterback, Joe Theismann from the Washington Redskins. Joe will share his experiences, insights, and expertise when it comes to high-level leadership and overcoming adversity. He will engage you in a set of expert strategies for handling trying circumstances and unforeseen change. In 1982, Joe was awarded the NFL's "Man of the Year" title for his efforts in improving his community and his dedication to the health and welfare of children, an inspiring and infectious mindset that he leaves with his audiences. Many who have seen Joe's keynote state, "It is one of the most motivating sessions they have seen in a decade."

### **MTI EDUCATIONAL FOUNDATION FUNDRAISER**

At the conclusion of the final general session with featured keynote, Joe Theismann, Joe will choose 10 names from the audience from those who purchased tickets to win one of 5 football jerseys or 5 footballs signed by Joe. Each winner will also have their picture taken with Joe and receive a copy of it.

### **AFTERNOON FREE TO ENJOY NAPLES BEACH**

### **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 Naples learning experience.

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

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





Naples Grande Beach Resort is all about effortless enjoyment and immediate relaxation. You'll never need more than a moment to get yourself oriented before easing into vacation mode and unwinding from the hassles of the everyday. Visit and discover an unparalleled Florida golf and spa resort, as well as the best family vacation in Naples.

## THINGS TO DO



Golf in Paradise



Arts & Culture



Shopping

## TRAVEL TIPS

### WEATHER

Attendees can anticipate daytime temperatures in the mid- to high- 80's, and nighttime temperatures in the 70's (°F).

### DRESS CODE

All events are resort casual, except for the final night. The final night is business casual.

# 2023 MTI Spring National Meeting Registration Form

Send to: MTI • 132 Maple Row Blvd. #530 • Hendersonville, TN 37075 or Fax to: 904-249-0459 Questions: 904-249-0448

General Information: May 8-10, 2023 - Naples Grande Beach Resort & Spa - 475 Seagate Drive, Naples, FL 34103

Name of Company: \_\_\_\_\_ Address: \_\_\_\_\_  
City: \_\_\_\_\_ St: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_ Email: \_\_\_\_\_

**PLEASE RETURN THIS FORM NO LATER THAN FRIDAY, APRIL 28, 2023**

First & Last Name for Name Badge <i>Please Print Legibly</i>	Nickname <i>For Badge</i>	M-Member S-Spouse G-Guest <b>C-Child*</b> <b>*Include age</b>	Special Dietary Needs	1st Time	MON Opening Night Reception and Dinner	TUES Gen. Session	TUES Spouse- Guest Event	WED Found. Fund Raiser <b>Add'l Cost</b>	WED Gen. Session	WED Final Night Reception and Dinner
				✓	✓	✓	✓	✓	✓	✓

## Registration Fees (Make checks payable to Metal Treating Institute)

\*Member Registration Fee includes Monday & Wednesday Dinner/Receptions & Entertainment, Tuesday & Wednesday Educational Sessions, Materials, and Continental Breakfasts.  
\*\*Spouse/Guest Registration Fee includes Monday & Wednesday Dinner/Receptions & Entertainment, and Spouse/Guest Event.  
\*\*\*Child Registration Fee includes Monday & Wednesday Dinner/Receptions & Entertainment.

	Early Bird Pricing		On or After April 22	
	Before April 21	On or After April 21	On or After April 22	On or After April 22
Member or Company Employee*	\$695.00		\$745.00	Qty: _____ = _____
Spouse, Guest or Children Age 12 & Older**	\$395.00		\$445.00	Qty: _____ = _____
Children Under Age 12 (Under 3 Free)***	\$100.00		\$150.00	Qty: _____ = _____
Educational Foundation Fundraiser:	\$100.00		\$125.00	Qty: _____ = _____
-Type Donation (circle one): Personal Corporate			Total to Process = _____	

Payment Information: Send check to: MTI • 132 Maple Row Blvd. #530 • Hendersonville, TN 37075

Credit Card Type: ☐ VS ☐ MC ☐ AMEX ☐ Disc Exp: \_\_\_\_/\_\_\_\_/\_\_\_\_ Security Code: \_\_\_\_\_

Credit Card #: \_\_\_\_\_ Name on Card \_\_\_\_\_ Billing Zip: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

I authorize MTI to process the total amount necessary for all attendees noted on this registration form to attend the 2022 MTI Spring Meeting.

**Cancellations must be received no later than Friday, April 21st at 4:00 pm CT to avoid charges to your company.**



Metal Treating Institute  
132 Maple Row Blvd. #530,  
Hendersonville, TN 37075

# 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*