



Glenair UK Roadmap

August 2026

Strategy:

Our Vision - Where We're Heading

To be recognised as a world-class manufacturer of high-performance interconnect solutions, trusted in every mission-critical sector we serve.

What is our Business Target?

To sustain profitable growth through smart, bold decisions that strengthen our competitive advantage.

Objectives:

Understand and respond to customer challenges through direct engagement and follow-through

Manufacture with the shortest lead times in the industry

Use data to reduce variation, prevent errors, and enhance reliability

Apply the Glenair Guiding Principles rigorously across every function

Develop skills, autonomy, and leadership at every level of the business, whilst also planning for succession

- **Our Customers Come First** – Deliver what others can't, when others can't.
- **Build and Defend the Competitive Moat** – Invest in capability, capacity, and people.
- **Continuously Improve Operational Velocity** – Shorter lead times, higher precision, with no compromise on quality or compliance.
- **Forge Win/Win Relationships** – With customers, suppliers, and employees alike.
- **Innovate Relentlessly** – Advance technology, products, quality, and compliance.
- **Expand Our Reach** – Identify and capture new customers, markets, and geographies.
- **Communication** – To achieve company-wide awareness of our Goals and Objectives

Goals:

Exceed Customer Expectations for Quality, Service, and Delivery

Maximise Staff Potential through Training, Teamwork, and Reward

Lead in Technology, Product Innovation, and Operational Capability

Achieve Double-Digit Sales Growth, Year on Year

Key Measures:

Right First Time Quality – percentage of product shipped without defect or deviation

On-Time Delivery and Depth of Delay

Internal Scrap and Rework – tracked and driven down through the ICAR system

Safety, Health, and Environmental Performance

Profitability

Roadmap Project:	Next Step:	Step Target:	Project Owner(s):
Communication Improvement Strategy	Suggestions Boxes to be Distributed with Survey Forms	Aug 26	Mark Clay
Introduce Skills Centres	Write Skills Module for Fibre Optic Assemblies and Train the Trainer	Oct 26	Richard Spink
Improved Stock Adjustment Process Procedures	Stock Management Processes	Sep 26	Teresa Sheward / Caroline Fletcher
Complete Implementation of MBD (Model Based Definition)	Develop Strategy for MBD Implementation	Sep 26	MBD Team
Commercial Readiness Review	Identify Skillset and Potential Improvements	Sep 26	Commercial Team
Production Capacity Expansion	Recruitment – Explore Agency Partnerships	Sep 26	Recruitment Team
	Production – Define Layouts & Respective Skills Centres	Aug 26	
	Engineering – Establish Equipment Requirements	Aug 26	

- MBD Team = Alan Quirk, Grace Atkinson, Neil Sweeney, Dan Wilson, Adrian Louch
- Commercial Team = Mario Fata, Shane Wise, Graham Dowle, Mark Clay
- Recruitment Team= Karen Hardy, Richard Spink, Adrian Louch

