



CLIENT PROFILE: Switchgear Solutions Ltd.

When Steve Mowery walks into the room, you notice him. It might be the gray and orange combination shirt he always wears to showcase his company's brand. But, it's more than that. He has an energy that buzzes even when he's sitting quietly in a group meeting.

Steve is the founder and president of Switchgear Solutions Ltd.; a leading power electrical equipment manufacturer's representative firm in the Mid-Atlantic area. The company specializes in power electrical products that are used in substation packages, transformers, power distribution and other complicated systems requiring power electrical packages.

So, you wouldn't think that a rep firm would be the "poster child" for employee collaboration and innovation, but that's where Steve's energy and vision come into play.

Early in his career he was in a position where he had P&L responsibility for the division of an international company. "The first thing I did was to sit all the team members down and learn what they did. I wanted to know what they were responsible for so they could be clear about what I was holding them accountable for. I wanted them to define their roles and have the employees own their work."

That was the beginning of Steve's leadership style that is long on accountability and responsibility

and short on entitlement.

"It's all about how much an employee is adding value to the company," says Steve. "I believe that the more value someone brings to the company, the more they should make. I tell everyone they must be able to prove their value." Steve helps his employees to understand how to create value and collaborates with them to design a path that will help them and help the company.

Switchgear Solutions was started in 2004 when Steve decided that, "frankly, I didn't want to report to anyone else." He started in an office in his dad's basement and it was just Steve and the phone on Day One. But, that quickly changed. Long hours and lots of cold calls, persistence and follow-through got the business going and today Switchgear is very successful.

Now, 10 years later, Steve's vision and innovation is gaining momentum. His idea of collaborating with employees to create more value developed into a unique business model. As his key people show more responsibility and accountability he has created a new company with his first key person as the President and Owner of the new firm.

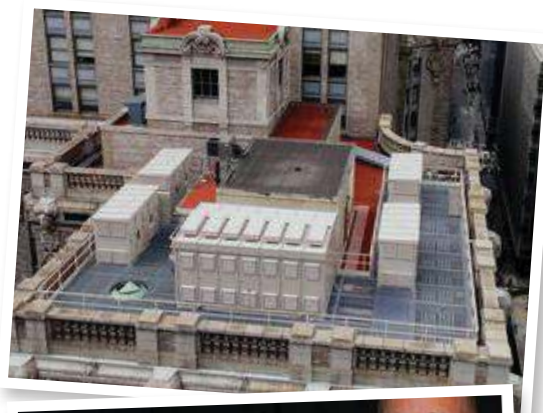
"The structure is that my key people will each become a president in a territory and own that company," says Steve as he

goes on to explain that the key people will have to fulfill all the requirements for ownership.

"The rules and roles are very clear. We believe in transparency." Steve goes on to explain that communication and trust are key to making this innovative business model work. "It's the goal that each one of them becomes a President."



Steve Mowery, Founder & President



[Click here to see more solutions from Switchgear Solutions Ltd. »](#)