

# MEET Jane Saale

IAPD recently met with former IAPD President and Cope Plastics, Inc. President Jane Saale about her career in the performance plastics industry.

## What do you do for Cope Plastics, Inc.?

As the president and CEO of Cope Plastics, Inc., I focus on:

1. Model daily the cultural and philosophical values of the family/ownership to support the overall health of the company.
2. Lead the executive management team (EMT) setting strategic and tactical directions and provide ongoing support and guidance to the EMT and other direct reports.
3. Lead board meetings, keeping the directors informed of company initiatives and changes and soliciting input and direction on major company decisions.
4. Demonstrate positive leadership practices by coaching and training, setting and monitoring goals and objectives, assigning and checking work, analyzing and resolving work problems, providing regular feedback, ensuring team is complying with safety standards, applying the performance improvement process and conducting performance appraisals for EMT.
5. Provide opportunities for sharing and receiving information, collaborating and using employee input and suggestions company-wide.

## How long have you been with Cope Plastics, Inc.?

I've been with Cope my entire career. I started in sales in 1987, moved to finance in 1996 and became president in 2004.

## What do you like most about the work you do?

I love the people I work with and the people in the industry. I love the opportunity to positively affect Cope team members by impressing upon them our philosophies and core values through coaching and mentoring every day.

## What has been the most interesting aspect of your job?

I've joked in the past that I should have received a degree in psychology. There are days that consist of working through interpersonal relationship issues amongst people and/or departments. It's been interesting to see how each function of the company operates and what their priorities are vs. other departments; what makes them tick! Examples include how sales interacts with operations or finance interacts with sales, etc.



## What would you say to someone entering the plastics industry?

I believe the performance plastics industry, in general, is a vast industry. Depending upon your skills and expertise, there are a multitude of opportunities. In my opinion, there seems to be a shortage of engineering sales on the technical application side of plastics. Research and development of new materials has grown rapidly over the past decades. Keeping up with all the new innovative plastics and their usages can be a challenge. My advice to anyone entering into the performance plastics industry is to understand the characteristics of plastics, their applications and use. As I always tell my Cope team, "Plastics are needed in every industry so there is not a lack of opportunities to sell plastic!"