

MINUTES OF THE SENATE COMMERCE COMMITTEE

The meeting was called to order by Chairperson Julia Lynn at 8:30 a.m. on Wednesday, March 04, 2015, 548-S of the Capitol.

All members were present except:

Senator Oletha Faust-Goudeau – Excused
Senator Susan Wagle – Excused
Senator Tom Holland – Excused
Senator Jim Denning – Excused

Committee staff present:

Reed Holwegner, Legislative Research Department
Debbie Bartuccio, Kansas Legislative Committee Assistant
Edward Penner, Legislative Research Department
Chuck Reimer, Office of Revisor of Statutes

Conferees appearing before the Committee:

Hugh Khan, Vice President of Engineering, Perceptive Software

Others in attendance:

[See Attached List](#)

Presentation on:

Chairperson Lynn recognized Hugh Khan, Vice President of Engineering, Perceptive Software, who provided a presentation on the Profile of the Future of Employee. ([Attachment 1](#))

Mr. Khan's presentation included information on corporate strategy, culture, structure, process and people. He indicated people are the most important aspect. He stated every employee needs to know and believe in the core purpose of the corporation's existence.

Concerning how to discover the winning formula for a corporation, he indicated:

- It emerges by trial and error.
- The whole company has to become a learning organization.
- Need to work as a collective order to have short discovery and execution cycles.
- Company needs all employees engaged which leads to buy in from everybody.

Mr. Khan stated the following traits are valued in people:

- People who are collaborative, talented, dedicated and exhibit strong integrity.
- People who are open, bright and driven.
- People who share a good sense of humor, humility, creativity, flexibility, good judgment, calmness, goal orientation, reliability, curiosity, strong desire for mastery, independent thinking, productivity, and persuasiveness.
- People who have a strong awareness of culture and unity.

Unless specifically noted, the individual remarks recorded herein have not been transcribed verbatim. Individual remarks as reported herein have not been submitted to the individuals appearing before the committee for editing or corrections.

CONTINUATION SHEET

MINUTES of the Committee on Commerce at 8:30 a.m. on Wednesday, March 04, 2015, 548-S of the Capitol.

In discussing the environment in Kansas, he reported exceptional companies have been built in the eastern part of the state. He recommended promoting the quality of life in Kansas and provided the examples of reasonable housing, good schools, relaxed pace and proximity to Kansas City.

At the conclusion of the question and answer session, Chairperson Lynn adjourned the meeting at 9:28 a.m. The next meeting is scheduled for March 5, 2015.