OOE Success Story

Leadership Development for High Performance Work Team

Problem / Challenge: A large-cap manufacturing corporation wanted to institute a process to identify and equip potential leaders (managers, supervisors, team leaders) to operate a high-performing/pay for-skill work-team integrated in a traditional manufacturing environment.

Solution: Members of our team led the efforts in researching and collaborating with management to identifying key skills/competencies needed for successful leaders and operators. After identifying key skills and competencies, members of our team designed and delivered a curriculum for managers and other current and future leaders. In addition, we development and delivered a High Performing Work Team/Pay for skills curriculum for new operators that would provide new employees the required skills for successful progression and be self-directed. Key skill levels and job tasks were identified for each position within the Line of Progression through job profiling. Key soft-skill/performace and technical skills were identified. Tools were designed and used for screening, interviewing, training and selecting candidates. A two hundred forty eight hour curriculum was developed and utilized for operator training purposes. A sixteen hour curriculum was developed and utilized for management training purposes. Assessment tools were also developed to asses training impact.

Coaching and mentoring was provided by members of our team.

Outcomes:

- Three production records were set by teams and manufacturing process.
- Increased through-put increased over 90%.

UAH’s Office for Operational Excellence

For more information
Please visit our web-site at www.uah.edu/ooe or call 256-824.4284