

## 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/performance 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*

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