



LEADERSHIP DEVELOPMENT PROGRAM

Achieving Manufacturing Excellence

“No Strategies or Business Improvements can be made without people interventions, upliftment, training & mentorship and without the latter no business can be expected to improve. Thus, before any improvements can be implemented and value added, people require development in striving for improved business performance and profitability.”

Program Overview

This program has been designed to overall operation and manufacturing performance of a business. People form the heart of organisation and it is around this belief that the program has been developed. Equipping our people to gain an understanding of the fundamentals of a successful, efficient and profitable business must form the basis of future strategies to achieve greatness. This program provides training and development on the core aspects of business, the people and manufacturing principles. Manufacturing and shopfloor leadership are provided with theoretical education and training which is combined with practical assessments of their factory areas. This is coupled with mentorship on the shopfloor to ensure they get the maximum benefit from the program. This model depicts the strategy.



Program Details

Program Facilitator



The program has been researched and developed by Chris Wright, Director of Chris Wright Associates, Manufacturing Business & Project Specialists. Chris has worked in the manufacturing sector since 1990. Prior to establishing his business, he was the Operations Director for a JSE listed manufacturing organization where he laid the foundations for this program through developing his leadership team who was entrusted with the turnaround and improvement strategy. Chris has been a hands-on leader who understands shopfloor dynamics and the role people play in developing, implementing and achieving improvement strategies. He believes that actions speak louder than words and people believe what they see. It is with this approach and his active engagement and mentorship of the leaders on the shopfloor that he achieved tremendous results, added value and profitability improvements.

Learning outcomes?

At the end of the course the participant will have secured a far deeper and contextualized theoretical and practical understanding of Leadership in an operational and manufacturing environment. With this program they will be exposed to a hands-on mentorship process of being assisted with the implementation of these programs into their work environment.

Who should attend?

Existing leadership and key staff that play any role in the operational & manufacturing fields in an organization and who have been tasked with increasing efficiencies & output, reducing waste & manufacturing costs and improving the overall profitability of the organization, newly appointed leaders tasked with improving organizations, and prospective leaders who strive to achieve a leadership position in the near future.

Program Framework

The program covers both theory and practical over the duration of all modules. A separate handbook has been produced where there are several examples, topic discussions and group assignments to be carried out. Included with this is the practical application in the workplace through mentorship with each of the leaders. The theory part of the program takes place with participants reading on their own outside of the classroom sessions. Classroom presentations by Chris highlights the key points per module accompanied with class discussions, shopfloor assignments and presentation in order to draw out the practical implementation. Thereafter over the following week or two, the practical implementation is started with the option of online mentorship. The program need not be conducted in the full format but can be separated into specific topics or modules depending on the client's requirements, priorities and budgets.



Duration & Costs

Planning or scheduling this program depends largely on the availability of the leadership and time out of the office for training sessions. A simple timing would be for the entire program to be run over 3-months for the theory and classroom sessions to be effective. Mentorship largely depends on the speed of the organization improvement program. Costs are then structured around this schedule.

Online Facilitation

The program can be facilitated online using the latest platforms and technologies. This can certainly cut down on the costs of running the program. However, to realize the maximum benefit of each of the modules, a certain amount of onsite mentorship is essential to achieve the desired result.

The Curriculum

SECTION 1 **INITIATING THE TRANSITIONAL JOURNEY TO MANUFACTURING EXCELLENCE**

Modules 1-3: The start to lean manufacturing & implementation into Organizations, The Strategic Purpose, The Champion, The Team & Event Selection;
Module 4: Vision, Mission, Values, Goals & Objectives;
Module 5: The Market & Customers, Customer loyalty loop, how we attract customers & why customers don't buy from us any longer.

SECTION 2 **THE BUSINESS ASPECTS OF THE TRANSITION TO MANUFACTURING EXCELLENCE**

Module 6 & 7: Business strategies, sales, human resources & manufacturing strategies & developing action plans;
Module 8: Business finance & budgets, financial statement, balance sheets, income statements, capital finance & the role of leadership in financial improvements.

SECTION 3 **DEVELOPING LEADERS TO TRANSITION TO MANUFACTURING EXCELLENCE**

Module 9: Employer/Employee relationships & laws of employment;
Module 10: Understanding & defining roles of leadership & shopfloor employees;
Module 11: Develop leaders to lead the process, leadership vs management, leading to successful organizations, characteristics of shopfloor leaders, decision making, how to become a more effective leader, common leadership mistakes;
Module 12: Scorecards and key performance indicators (KPI's), measuring what matters the most, why we measure, defining key performance indicators, reporting on KPI's & typical manufacturing performance indicators.

SECTION 4 **DEVELOPING PEOPLE IN TEAMS TO TRANSITION TO MANUFACTURING EXCELLENCE**

Module 13: Working with Teams, the right team fit, integrating team members, improving team performance & dealing with a disruptive team member;
Module 14: Workplace Co-operation (WPC), knowledge management, competency-based skills development matrix, Employee Suggestion Schemes (ESS) Competency Skills Matrix & Industrial Relations.

SECTION 5 **IMPLEMENTING THE MANUFACTURING EXCELLENCE TRANSITION – ESTABLISHING ORDER**

Module 15 & 16: Organized Work Areas & 5S, Visual communication & management;



Module 17: Continual Improvement & Leadership, problem solving, PDAC, 5-Why's, 8-M's, Standard work instruction & SOP's, Gemba Walks, & improving manufacturing processes.

SECTION 6 IMPLEMENTING THE MANUFACTURING EXCELLENCE TRANSITION – PROCESS STABILITY

Module 18: Productivity stability in process, improvement techniques, measurement of productivity, work studies & measurement;

Module 19: Value Adding to the Manufacturing Process & value stream mapping.

SECTION 7 IMPLEMENTING THE MANUFACTURING EXCELLENCE TRANSITION – ADVANCING VALUE

Module 20: Deadly Wastes, defects, reworks & repairs, overproduction, labor & material, waiting & movement, human capabilities, machine & process downtime & quick changeovers, machine & process scrap, processing time & materials storage;

Module 21: Quality Improvement, built-in-quality, error proofing, defect detection & reduction techniques, problem solving & root cause analysis, quality assurance preventative measures, voice of the customer & quality management systems;

Module 22: Supply and Distribution Chain or Network, purchasing, logistics, production planning, supplier quality control, incoming goods receiving, materials management & outgoing goods.

Module 23: Environmental Management, health and safety.

SECTION 8 IMPLEMENTING THE MANUFACTURING EXCELLENCE TRANSITION – ONGOING RISK BASED MANUFACTURING

Module 24: Identifying, analyzing & managing Business Risks;

Module 25: Leading Sustainable Performance.



***“Creating Value by
touching the heart of the organization
through people education, development,
upliftment and mentorship”***

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