Fundamental Elements of Leadership Development

The Powers Company has developed a proven method to train and develop frontline leaders in your organization, giving them the skills, tools, and behaviors necessary for your operations to perform consistently to its full potential of efficiency and quality. Our approach is based on the following core principles:

- Identify the truth through side-by-side work
- Build trusted relationships
- Train primarily in the work center
- Base on fundamental leadership principles
- Customize for your operations
- Derive from your corporate mission and values
- Define by your leadership style
- Sustain by your Management Operating System

Importance of Frontline Leadership

The frontline leads, supervisors, managers, and directors control more than ninety-five percent of your variable costs. Minute-by-minute planning and scheduling, output per man-hour, yield, quality, start-up, changeovers, downtime and more are directed by their words and actions. Equally, important these leaders translate your desired culture to your actual culture. Safety, cost, delivery, employee retention, and (ultimately) customer satisfaction are under their direct control.

Common Supervisory Opportunities

Leadership skills must be developed in people. Frequently, the most skilled worker is promoted to be the new supervisor. Lacking extensive training, the individuals fend for themselves, often repeating the approach of a previous supervisor or reverting to the skills that made them an effective operator. Different approaches to leading, guiding, directing, and following-up are needed. The future retirement bubble also may lead to a loss of valuable experiential knowledge for the organization.

Unique Approach to Supervisory Training

The majority of the training (>95%) is delivered in real-time as the action of the day unfolds. Our team of consultants provides coaching and mentoring side-by-side with your frontline leadership team to illustrate not only the supervisory skills, but how those abilities or tools impact actual performance, avoiding problems and motivating employees. By applying fundamental concepts to real life problems and situations, retention levels are high and behaviors are sustained because they are connected with specific benefits. Moreover, repetition is necessary to change deeply rooted behaviors and instill the culture that you need to run your operations most effectively.

Supervisory Opinion Survey

In addition to direct observation of individual supervisors during the Analysis phase, we conduct a Supervisory Opinion Survey to measure the level of understanding and adoption of core management principles. The results are compared with the behavior that we observe and measure during the Analysis to design individual training plans for each supervisor, manager, and director.
Goals and Strategies
A key element of designing a customized leadership training and development curriculum is aligning corporate/plant goals and strategies with the skills and behaviors of supervisors. During the Analysis, we measure goal and strategy alignment.

The training project will incorporate your goals and strategies and will also provide regular cadence activities to insure ongoing alignment.

Management Development Workshops
While skill and behavior development is conducted side-by-side on the plant floor or in the work environment, we do provide workshops to introduce each leadership concept. After each brief course, the team applies the concept as a focal point of development during day to day activities with the supervisors. The final exam is the measurable quality and productivity improvements in the work environment.

Customized to Achieve Full Operational Potential
Our approach to Leadership Training and Development is unique because it is customized to the needs of each of our customers. Certainly, some elements of supervisor skills and behaviors are universal. The skills that are beyond those provided in a typical training course are the ones that will have the most significant impact on your bottom line. No organization or plant in the world is exactly like yours. The full potential of efficiency within your operations is a function of your

- Customers (and the products you sell)
- Commitments (to customers and employees)
- Culture (desired and actual)
- Capital

We augment basic leadership training with the skills that you need to deliver your product to your customers on time with the promised quality, while maintaining the work environment that is conducive to those objectives.

MOS Specific Leadership Elements
The heartbeat and ultimate success of your minute-by-minute operations is the Management Operating System (MOS) that your leaders employ to run their area without problems and to its full operational potential.

This encompasses forecasting, planning, scheduling, preparation, coordination with other departments, execution, follow-up, measurement, and evaluation. It is supported by skills, behaviors, tools, controls, KPI’s, Standard Operating Procedures, and the daily, weekly, and monthly cadence that sustains the MOS. We design your custom leadership training and development program around the skills needed to operate your unique MOS.
Cultural Performance Management

Your culture is the sum of the behaviors and attitudes of your entire team. It drives the actions of individuals to deliver upon your mission statement, and to achieve corporate goals and strategies. It helps employees and leaders understand the reasons behind their job responsibilities, priorities, processes and measurements, as well as their importance in the overall success of the company. Culture is the approach that people bring with them to start the day, and it is the way they perceive their accomplishments at the end of the day.

A key element of The Powers Company approach to Leadership Training and Development comes from implementing key metrics that measure and promote the behaviors necessary to sustain your culture. Good results without the proper behaviors are a happy accident that may not repeat itself tomorrow.

Sustainability

Sustaining and building upon the skills and behaviors that are developed during a Leadership Training and Development program is a hallmark of The Powers Company’s unique approach. Classroom training alone rarely sustains beyond the end of the PowerPoint slides. By working side-by-side with your frontline leaders and applying the skills in the context of fixing issues, avoiding problems, and improving performance, they internalize these new practices.

A series of metrics are installed that measure leading behaviors as well as financial results. We further this effort by installing a cadence of meetings with specific objectives and content. These are led by senior management with the specific objective of sustaining the newly developed skills. Another product of our engagements is a set of skill and behavior lists for all leadership roles that become tools for on-boarding, skill/gap assessment, and future training needs. We also provide a set of tools that help you audit the compliance of leaders to their new expectations.

Learning Management System

As a further means of sustaining the leadership skills that have been developed, The Powers Company provides and optional Learning Management System based upon core leadership principles coupled with the unique elements developed for your operations.

This tool provides foundational training for new employees, refresher training for supervisors who have been through The Powers Company program, and further skill development for all employees, augmenting the previous training.

Bringing symfini™ to Your Operations

The Powers Company brings symfini™ to your operations through a variety of services. By coordinating activities from one end of the supply chain to the other and installing vertical and horizontal accountability, we eliminate silos and help companies perform to their full operational potential. Leadership Training and Development is a key element of all of our engagements.
About The Powers Company

The Powers Company is headquartered in north Atlanta and assists companies in substantially improving operational performance. Their methodologies are effective in improving sales, operations, quality, engineering, project management, procurement, scheduling, inventory control, logistics and customer service. The company serves businesses in the manufacturing and service sector as it relates to the operations side of the business.

Founded by C-level executives with strong operational experience, The Powers Company is a results-based management consulting group.

Our focus is on substantially improving operating performance – profitability, customer service, and quality – in a positive, collaborative way with your team. We start at the top to understand your company’s goals, the go to work side-by-side with your frontline supervisors to establish trust and credibility. Through honest, open communication, we learn about your systems, process, and where the real challenges reside. Then we collaboratively develop a “game plan” for change.

Most importantly, we guarantee the financial results that we identify can be achieved through an implementation Project.

To learn more visit us at: www.thepowerscompany.com

Now let’s talk about the keys to significant improvement.

The success we’ve helped companies all around the country achieve stems from four key factors:

1. Working closely with front line supervisors
2. Providing easy access to our top leadership
3. Delivering guaranteed, measurable results
4. Making sure improvements are sustainable and real

phone: 678-971-4711
email: info@ThePowersCompany.com
web: ThePowersCompany.com