

Pre-identified Improvement areas for Manufacturing Head

Proactive Thinking &
Analytical skills

Team Leadership and
Developing Others

Relationship Development

Empathy

Improve team work, Take
more responsibility; Listen
before responding; Be open
minded; Avoid work stress;
Better time management;
Project self more



Goals & Strategies

Goal 1. Demonstrate ownership by increasing production from 90000 meters per day in Dec 2016 to 95,000 meters per day from Jan 2017 onwards - Goal revised to 1,11,000 meters per day

- Create systems to follow up maintenance to complete 100% of complaints; **DONE**
- Use material handling systems to reduce batch changeover time by 30-12-16 - Trail of puller by 20-1 & changeover by 30-1. **NOT DONE - EXPECTED BY 31-3-17** and then PTR machine should produce 1,15,000 daily.
- Effective Ppm - original spares availability and plan with maintenance team & commercial dept. to reduce costs **DONE** ;
- Advance plan and supervision for each batch for 8 hours from 15-12-16 onwards - implemented with **EXCELLENT RESULTS**;
- Explain importance of advance planning & repeat from 15-12-16 onwards - **IMPLEMENTED**
- Utilize full capacity of Jigger by 15-12-16 to compensate for lack of PTR production by 10000 meter/day – **IMPLEMENTED**



Goals & Strategies

Goal 2. Improve process quality to reduce rejection from 2.3% to 1.8% by March 2017 & then 1.5% from April 2016 onwards

- Train, monitor & demonstrate rejections to supervisors;
- Penalize or reward.- 11/1 implemented Issues of worker attrition & absenteeism (low salary) - reward to regulars by vip treatment on 26th Jan; exit interviews to me implemented immediately. Recruit freshers/township?
- Submit note on reducing project rejections.
- Introduce QC awareness from 24-12 - 11/1 implemented; send for next training on QC

CURRENT CUMULATIVE REJECTION ON 22-2-17 IS 3.1 – WILL REDUCE TO INDUSTRY NORM OF 2.5 BY 31-3-31 AND 2% BY END JUNE 2017

- **Improve material handling process to avoid stains**
- **Chemicals change to avoid stains**
- **Increase intensity of cleaning for stenter, dyeing m/c's etc**



Goals & Strategies

Goal 3. Increase core value score from existing 49% to 60% by March 2017

- Focus on improving relations with own team from 15-12-16 & increase core value score to 55% - 11/1 Challenges have increased due to more work - system based approach, improve relations by friendliness, link their actions to impact on organization; delegation started to develop 2 second line leaders **WIP**
- Focus on improving relations with peer group interactions from 15-12-16 & increase core value score to 55% - 11/1 - meeting HR daily, Chocolate distribution, soften aggression, PPC & warehouse meet twice a day to socialize; maintenance support requested friendly way based on involved and team work. Contacting downline people directly without using authority. CONFLICT MANAGEMENT explained process - will apply



What has been my experience with coaching?

- It has been nice experience. Throughout the entire coaching session I have been found myself more determined, focused, Career oriented and connected with the Organization goal.
- Coaching session has enhanced by Learning Skill, Knowledge and way to demonstrate the things in a right manner.



What are my benefits from coaching?

- Coaching session has aided my vision to be broadened and better comprehension.
- It has improved Leadership qualities and Self Awareness. It has helped me immensely in identifying the area needs to be improved and turning them into potential success.
- I have been benefitted like setting new targets and accepting the challenges.
- Besides, it has enhanced the potentiality to perform better and to be more productive.
- Coaching session has also improved to develop and to maintain the relationship with team members.

