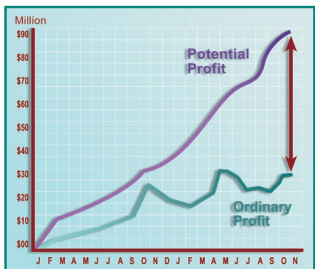


# 3 challenging programs presented by Norton Consulting Group to achieve

## World Class Manufacturing



Is the gap between ordinary profit and potential profit worth your effort?

### High performance workplaces

exist when employees meet company expectations and go beyond them.

There is genuine passion and commitment to what the company is trying to achieve. Employees act as if they own the organisation.

In high performance workplaces, a culture exists where employees see themselves as accountable for what the company is trying to achieve. Communication is healthy, invigorating and lively. Rewards mean something. They are not seen as entitlements.

During the last decade, NCG has worked with over 300 manufacturing companies to enhance work class manufacturing in Australia and New Zealand.

We specialise in three programs designed to increase international competitiveness by **creating stronger leadership** and **developing high performance workplaces**.

### Manufacturing leadership program

This multi-company program focuses on developing leadership skills and abilities needed to create high performance workplaces.

### High performance workplace program

This in-house program helps develop effective communication, powerful workplace cultures, better management methods, improved productivity and profitability, and better training and skill formation.

### Executive coaching program

This in-house program helps chief executive officers and senior managers develop their leadership potential with the help of an executive coach.



High Performance Workplace Model

# Manufacturing Leadership Program

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## Introduction

We have developed the **Manufacturing Leadership Program** to enhance and stimulate leadership ability and potential. The **Manufacturing Leadership Program** offers a unique opportunity for anyone who has a leadership role within a manufacturing environment.

The program capitalises on a cross-functional perspective and is suitable to individuals who hold key positions across all functions including Production, Marketing, Engineering, Research and Design, Administration, and Human Resources.

The **Manufacturing Leadership Program** shows managers how to add value to the company by creating High Performance Workplaces. The program focuses on working with leaders to create a culture of accountability. The program challenges traditional assumptions about leadership, control, power, freedom and accountability. It invites managers to become actively involved in changing the ways organisations are designed.

The two-day **Manufacturing Leadership Program** invites three people from your organisation to attend. Participation is limited to 10 companies for maximum interaction and learning. You will be challenged in a stimulating environment with others who are confronting similar issues.

## Program Objectives

The **Manufacturing Leadership Program** takes a practical hands-on workshop approach. It will suit your organisation if you want your leadership team to:

- Focus on leading through accountability
- Participate in a learning forum with other manufacturing leaders
- Unleash your company's potential and act on possibilities
- Learn more about High Performance Workplaces
- Identify ways to improve and strengthen communication
- Design meaningful reward systems.

## Program overview

The program teaches you how to create a high performance workplace. The focus is on changing or enhancing workplaces by showing you how to create a culture where accountability is chosen and people act and feel as if they own the organisation. The four key areas include

- Leadership
- Culture
- Communication and
- Rewards.

# High Performance Workplace Program

## Introduction

A high performance workplace is an organisation where employees meet company expectations and go beyond them. You lay the foundation for a high performance workplace by getting three systems in place: **culture**, **communication** and **rewards**.

In high performance workplaces, a **culture** exists where employees see themselves as accountable for what the company is trying to achieve. **Communication** is healthy, invigorating, and lively. **Reward** and incentives mean something. They are not seen as entitlements, but actually mean something.

The **High Performance Workplace Program** offers you the opportunity to develop and strengthen your workplace culture. This in-house program invites companies to think about redesigning their workplaces to become ones that foster accountability. Expect to be challenged! We will work with you to create a high performance workplace.

## Program Objectives

Through the **High Performance Workplace Program**, participants will learn to:

- Identify the critical systems that have to be in place to create a high performance workplace
- Implement the systems and
- Develop measures for a high performance workplace in your company

## Program Overview

The **High Performance Workplace Program** helps businesses find ways to improve competitiveness and improve productivity through an internal, customised approach. The Program provides a six-month structured support process tailoured specifically for your company. These steps are outlined below:



- Step 1: High Performance Workplace Audit
- Step 2: Leadership Team Planning Workshop
- Step 3: Implementation
- Step 4: Review progress
- Step 5: Learning

# Executive Coaching Program

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## Introduction

All industries need leaders who are willing to continually learn to maintain international competitiveness. Through our **Executive Coaching Program** we work closely with manufacturing leaders on individual renewal and organisational renewal. **The Executive Coaching Program** is designed exclusively for manufacturing executives including CEO's, General Managers and Senior Managers.

## Program Objectives

We offer an executive coaching service that provides the following organisational benefits:

- Enhance business relationships
- Strengthen leadership and management skills
- Improve interpersonal and group dynamics
- Enhance strategic analysis and focus on performance
- Increase confidence, motivation and accountability.

## Program overview

Individuals self-select into a tailored coaching program. We work with you and your agenda when scheduling sessions related to **The Executive Coaching Program**. Through the coaching process, you will discover how to:

- Become a better leader
- Make your company more competitive and profitable
- Focus your attention and energy
- Maximise CEO reputation
- Create a learning focus in your organisation.

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## Cost

Costs for these programs are available on request. All costs are fully tax deductible. Many Queensland manufacturers are eligible for a 50% government subsidy through the Department of State Development.

**Request a detailed prospectus (contact us today!)**

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[www.nortonconsultinggroup.com](http://www.nortonconsultinggroup.com)

**Phone** (07) 3876 3166

**Email** [norton@ecn.net.au](mailto:norton@ecn.net.au)

**Mail** PO Box 603, Paddington,  
QLD, AUSTRALIA 4064

**Fax** (07) 3369 8394



**Norton  
Consulting  
Group**