

Exciting new program presented by Norton Consulting Group

Manufacturing Leadership Program

Company value depends on the quality, credibility and experience of the management team.

Increasingly, your managers are scrutinised by shareholders, investors and employees.

We have developed the **Manufacturing Leadership Program** to improve leadership capability in manufacturing firms.

Overview

The Manufacturing Leadership Program shows managers how to add value to the company by creating High Performance Workplaces. The program focuses on exploring with managers ways 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 way their organisations are designed.

Benefits

In the two-day program, our aim is to show you how to create a high performance workplace. Additional benefits include:

- Participate in a learning forum with other manufacturing managers
- Learn more about High Performance Workplaces
- Take time out to challenge your everyday assumptions
- Focus on leading through accountability
- Get involved in interactive sessions with lots of hands-on learning
- Identify ways to strengthen your workforce.

Who should attend?

The Manufacturing Leadership Program offers a unique opportunity for anyone who has a leadership role within a manufacturing environment. It is relevant for all managers across all disciplines.



High
Performance
Workplace Model

Leadership

Objectives

The objective of the first day is to build a model of leadership that will help bring accountability into your organisation.

Topics

- Leadership challenges in the manufacturing environment.
- Traditional model of leadership.
- Current map of leadership in your lives. Connections and consequences of leadership.
- Brief look at real leaders. Emergent styles of leadership. Characteristics of different styles.
- Emergent model of leader as social architect. Characteristics of an effective leader.
- Tension between patriarchy and partnership.

Focus questions

- What is role of leadership?
- What makes a strategic leader?
- What do leaders do in an organisation that fosters accountability?

Culture

Objectives

The focus of this session is on showing participants how to develop a blueprint for creating a high performance culture.

Topics

- What does a high performance workplace mean? Understand elements that make a high performing workplace.
- Why bother? What is vs. potential payoff?
- Develop a framework to create true partnerships in the workplace.
- Definition and consequences of buy-in.
- Explore the impact of freedom, choice and control. Define a culture of accountability. Generate company examples of accountability.

Focus questions

- Do employees understand, believe, and accept their roles in contributing to targets? Do managers understand, believe and accept their roles?
- What are employees buying into? What is evidence of understanding, belief and acceptance?

Communication

Objectives

The focus of this session is on reviewing characteristics of effective communication in organisations. We examine the costs and consequences of poor communication.

Topics

- Look at what communication means. Role of feedback and learning and conversations. Examples show successful and unsuccessful communication.
- Develop a communication strategy for your organisation to achieve company goals.
- Understand the impact of personal freedom on communication.
- Reframe difficult communication.

Focus questions

- How do you develop true partnerships to foster accountability?
- What assumptions do you need to challenge to create a culture of accountability?
- What systems and structures need to be changed?
- What key messages are needed? How are they communicated throughout the company? How to ensure quality feedback?

Rewards

Objectives

This module looks at how companies can develop an effective reward strategy (including incentives and recognition). It reviews the link between rewards and performance.

Topics

- Discuss what the most admired companies in the world do to reward and recognise their people.
- Examine comparative systems of innovative rewards.

Focus questions

- Why are rewards sometimes seen as punishment? What are the constraints? What are the advantages?
- What motivates people? What are innovative rewards? What criteria should be used for a reward strategy? What is the relationship between rewards, performance and profit?

Action session

The final session allows participants to collect and present the specific steps needed to change their organisations.

About NCG

During the last decade NCG has worked with over 300 manufacturers to enhance world class manufacturing in Australia and New Zealand. Program facilitators include:

- Dr Catherine Norton has worked with Queensland Manufacturing Institute's Accelerated Product Development Program for the last 10 years. Catherine's approach is challenging, stimulating and insightful. Learning occurs through an interactive process in which participants become actively involved and responsible for the own learning.
- As a change agent, Dr. Robert Norton has demonstrated his talent in many arenas. He challenges individuals in an incisive, thought provoking, friendly way. He focuses on the right questions and teases out the right answers for the big picture. As an executive coach, he has the capacity to bring out the best in individuals and move them to a learning agenda. As a distinguished researcher and scholar, he has written two books and over 35 professional journal articles and book chapters.

Program Costs

Earlie Bird Registration: \$950 pp; \$2500 for team of 3
Normal Registration: \$1250 pp; \$3250 for team of 3

Contact us today for upcoming programs!

www.nortonconsultinggroup.com

Phone (07) 3876 3166

Email conferences@nortonconsulting.com

Mail PO Box 603, Paddington,
QLD, AUSTRALIA 4064

Fax (07) 3369 8394

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