

# SHOPFLOOR MANAGEMENT



# STAUFEN.

GERMANY. SWITZERLAND. CHINA. POLAND. ITALY

## Leadership on site.

# SHOPFLOOR MANAGEMENT ENSURES LEAN SUCCESS.

SHOPFLOOR MANAGEMENT supports the consistent and sustainable development of processes and procedures at the point of origin. The presence of management in the production areas and their focus upon standard deviations enable decisions to be sped up and employees to be developed into improvement managers.

Regular changes and process improvements require a management approach that provides employees with sustainable support in their daily work, in the recognition of the necessity for action and the setting of priorities. The manager should enable these disciplines as coach within a learning organisation and encourage them to become BestPractice standards.

The management behaviour required for Shopfloor Management is developed through intensive coaching. During standardised lean projects the coach assists the managers and their staff in implementation. Processes and their key data are described in transparent form, with areas of action and problems clearly defined, prioritised and worked through in a structured manner.

The success of SHOPFLOOR MANAGEMENT requires the development of key factors for success:

1. **Leadership principle** – Go & See, the manager familiarises himself with the processes and problems on site
2. **Leadership style** – Orientation towards the Mentor-Mentee principle
3. **Leadership instruments** – Use of an interactive information centre on site with up-to-date data
4. **Span of control** – Reduction to an effective span of control of 8-10 employees



„Go & See“ instead of „meet and mail“



Coaching and empowering instead of instructing and lecturing



Transparency and focus instead of access authorisation and a flood of information



Team building and process thinking instead of departmental thinking



**„5-minute management“** instead of „50-minute presentation“

A transparent visualisation of key data and the degree to which measures are implemented serves to improve management performance. Comprehensibility and manageability are key. The employee needs to be able to keep the visualisation up to date with a minimum of effort, the manager to recognise the need for action at first glance.

**Focus on the current visualisation of fewer and more concise items of key data:**

- > the short-cycle tracking of quantities and quality
- > the occupancy of positions for all employees
- > the degree of completion of the problem solving processes
- > status of counter measures
- > control of the continual improvement process



**Overhead marker** instead of PowerPoint and SAP



**Discipline and setting an example** instead of laissez-faire and hierarchical affectation

## Advantages and benefits through SHOPFLOOR MANAGEMENT

- Faster reaction times to deviations**
- Sustainable and structured problem solving**
- Optimal use of resources**
- Optimised and more robust processes**
- Efficient planning and control**
- Clear description of optimisation potential and results**
- Increased transparency of target / actual status and their trends**
- More efficient communication**
- Increased self-discipline in the teams**
- Better involvement and motivation of all workforce**

The introduction of Shopfloor Management is therefore much more than merely the use of supportive methods. A high degree of discipline and consistency on the part of the entire management team is also vital. This serves to develop a new corporate culture. Managers are accompanied and empowered on their path towards a new management understanding. An intensive coaching phase with experts is therefore advisable.

Shopfloor Management is logical and effective management work on site, rapidly generating sustainable results.

## SUCCESSFUL COMPANIES AND GOOD CUSTOMERS.

Our experts work for well-known companies:

RECARO Aircraft Seating GmbH & Co. KG

PAMA S.p.A.

Hess AG Carrosserie

Daimler AG

AGCO GmbH

**RECARO**



„Shopfloor Management contributes significantly towards the sustainable implementation of the excellence strategy at RECARO Aircraft Seating“

Dr. Mark Hiller

Managing Director and Chief Operations Officer  
RECARO Aircraft Seating GmbH & Co KG

We are happy to advise you.  
How you can implement SHOPFLOOR  
MANAGEMENT at your company.  
Quantifiable benefits for you.  
The success that you will achieve.

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