

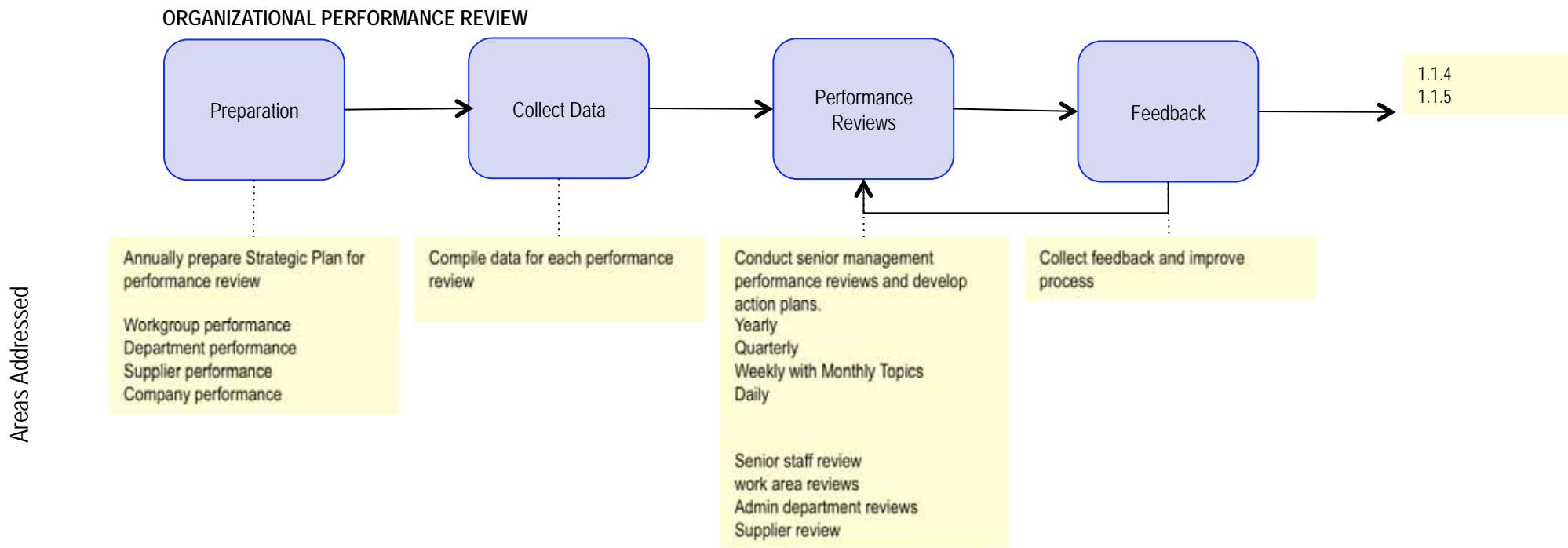
# Leadership Panel Presentation

MPC Industries  
1.1.3 Organizational  
Performance Review

# 1.1.3 Organizational Performance Review

- ✈ How do senior leaders review organizational performance to assess organizational success, competitive performance, and progress relative to strategic goals and action plans?
- ✈ How do you translate organizational performance review findings into priorities for continuous improvement?

# 1.1.3 Organizational Performance Review



1.1.3 Organizational Performance Review Process - How do senior leaders review organizational performance to assess organizational success, competitive performance, and progress relative to strategic goals and action plans? How do you translate organizational performance review findings into priorities for continuous improvement?

**Purpose:** to ensure focus on and accountability for targeted performance improvements at all levels of the organization.

## 1.1.3 Organizational Performance Review



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# Our Key Practices

## Reviews throughout the year

1. Yearly Strategic Review
2. Quarterly Management Reviews
3. Weekly Meetings with Monthly Topics
4. Daily Production Meetings



# Our Key Practices

## Yearly Strategic Review

- **Meeting Leader:** CEO
- **Focus Area**
  - **Company Strategy**
    - 1-2 Years (Budget and Capital Planning for short term)
    - 2-5 years (Impacted by Current Decision making for Medium term)
    - 5-10 years (Conceptual, long term)
  - **Customers**
    - Current Customers, New Customers
    - New Markets, New Opportunities
  - **Market Place**
    - Customer Segments
    - Industry forces
    - Shifts in Market Activity
- **Agenda**
  - Industry and Market place Update
  - MPC Sales and Marketing Update
  - Major Initiatives and Project Review
  - Workforce Development Update
  - Goals and Targets, Fiscal Year, Company Wide
  - Goals and Targets, Fiscal Year, Per Department



# Our Key Practices

## Quarterly Management Review

- **Meeting Leader:** CEO
- **Focus Area**
  - **Quality Management System**
    - ISO 9000
    - AS9100, Rev. C
  - **Measures and Results**
    - Inputs and Outputs
  - **Strategy and Continuous Improvement**
    - Review of Strategic Initiatives and Projects
- **Agenda**
  - **Measures and Results**
    - Inputs (customer feedback, internal audit results, corrective action, etc)
    - Outputs (dashboards, measures and trends per department)
    - Business Results (SEA Quarterly Report)
  - **Strategy and Continuous Improvement**
    - Review of Current Strategic Activity
      - Industry Update
      - Company, Sales & Marketing Update
      - Continuous Improvement (Lean/Kaizen) projects
      - Workforce Development
  - Review of Quality Objectives for Appropriateness (ISO/AS)
  - Roundtables (opportunity to present ideas, concepts, projects, etc)



# Our Key Practices

## Weekly Meetings with Monthly Topics



- **Meeting Leader:** Quality Manager

- **Focus Area**

- **Quality**
- **Safety**
- **Project Calendar Review**
- **Sales, Customers, Marketing Update**

- **Agenda**

- **Production Report**
  - Current (1 week) schedule review and upcoming (2-4 week) schedule outlook
- **Production Supervisor Report (5 M's)**
  - Machinery, Manpower, Materials, Methods, Measures)
- **Technical Services Report**
  - Maintenance, Facilities, Machinery & Equipment Reliability & Capability
  - Lean Activity, Kaizen Events, Process Improvement
- **Front Office**
  - HR, Administrative, Conference Rooms, Celebrations, Document Requirements, etc
- **Monthly Topic (Rotating Topics)**
  - Quality System Review – **1<sup>st</sup>. Friday of the month**
  - Safety Steering Committee – **2<sup>nd</sup>. Friday of the month**
  - Project Calendar Review – **3<sup>rd</sup>. Friday of the month**
  - Sales, Customers & Marketing Update – **4<sup>th</sup> Friday of the month**
  - Quarterly Management Reviews – **5<sup>th</sup> Friday of every quarter**



# Our Key Practices

## Daily Production Meetings

• **Meeting Leader:** Logistics/Scheduling Manager

• **Focus Area**

- Customer Demand
- Production Schedule
- Capacity Review
- Capability Review

• **Agenda**

- Review Minutes from previous meeting
- **Production Report & Schedules**
  - Current (1 week) schedule review and upcoming (2-4 week) schedule outlook
  - Daily work hours (8, 10 or 12 hours per day)
  - Saturday work (if required)
  - Nightshift implementation (short term strategy, used when needed)
- Review of Leadman/Process Owner Meeting Minutes
- Review Daily Meeting Minutes



# Things We Did Right

- ✈ Very few canceled meetings
- ✈ Meetings and reviews are based on the topics, not people (we rarely cancel meetings because someone is unable to attend).
- ✈ Documentation ... review of previous meeting minutes/action items
- ✈ Involvement, no just sits, everyone participates (high expectations for presenters)

# Things We Learned

- ✈ When someone shares a lively, value add presentation – the next week, the presentation is just as lively ... if not more ...
- ✈ Accountability – presentations must give an accurate and succinct picture of the topic ... we know when someone did not prepare
- ✈ Continuous Improvement – meeting agendas keep improving ... short meetings with lots of meaningful information.

## 1.1.3 Organizational Performance Review



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# Questions

Thank you

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