

# Z-TEC, Inc – Mgmt. Team Development Program

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FY2017 Plan



## vision

Evolve the existing management team into a vital growing force that:

- Fuels the growth of the company by seeing and being a part of the larger vision.
- Builds on its own energy and successes; and learns from its failures/shortfalls.
- Expands its capacity to contribute to the overall management of the company.
- Develops an esprit de corps that is supportive of the individual, the team, and the company.
- Develops a manufacturing team focused on meeting the needs of the customer.
- Designs a flexible & adaptable work style/culture able to move quickly & profitably.



## mission

Build a management team that builds the business!



## objectives

- Improve quality of decision making (measurement TBD).
- Decrease amt of time & effort to achieve mgmt. buy-in on key projects (measurement TBD).
- Reduce average time in management meetings from 25 hours/month to 12.
- Reduce average work week for management from 60 hours to 45 hours.
- Increase internal promotion ratio from 5% to 25%.
- Decrease management turnover from 20% per year to 5%.



## strategies

- Evolve the management team over time; do not go for immediate quick fix.
- Encourage growth and increased participation, geared to individual learning styles.
- Transfer skills from President to the mgmt. staff; provide training and coaching as needed.
- Raise collective business and financial consciousness of the team by the sharing of info..
- Allow for small errors, learn from all mistakes, and celebrate the successes!
- Minimize fanfare about the process; let team respond to positive, subtle changes.



## action plans

- Implement business planning and budgeting process for 2017 starting in Nov.
- Design and implement financial reporting system at “level 2” by Jan. 31.
- Implement monthly business review sessions starting Feb. 20.
- Use CGC Consulting Group to facilitate quarterly “development meetings” starting 3/15.
- Implement new manager’s training program in June; new supervisor’s training in Aug.
- Begin development of new employee orientation learning module in Oct.
- Complete development of new employee orientation learning module by 11/15.