



**Manufacturers Alliance**  
Sharing Education & Resources Peer to Peer

## EDUCATIONAL SEMINAR

*Leadership for Leads & Supervisors*

**Chris Saylor**  
Director of Operations

# Nelson Numeric

Nelson Numeric is a precision manufacturing company  
built for performance, accuracy and value.

**THE NEXT LEVEL**

## Why Me?

—



Chris Sayler, Director of Operations



“What makes a leader a leader  
and what makes a good leader great?”

Let's define what a leader is first...



## Leadership

Create an inspiring vision of the future. Develop people  
and help others reach their full potential.



## Motivators

- Power of **Green** and **Red** colors
- Daily & Weekly Reward System
- Never underestimate the Power of Communicating "Good Job"

“

Success seems to be connected with action. Successful people keep moving. They make mistakes, but they don't quit.

”

Conrad Hilton

## Production Floor Leads and Support Groups

**\*\*Keep bringing up the same problems over and over and nothing gets fixed\*\***

- Not Achieving Daily/Weekly Goals
- Lack of Clear Direction
- Culture



## Production Support and Communication Board

- 5-min time limit - Clock
- Clear daily goals with quick visual performance – **Red/Green**
- Support group Action card Items
- Reward system





## Lessons Learned as Leaders

- What got us to here will not get us to the next levels
- Challenge and encourage constructive problem-solving techniques
- Embrace change as a new opportunity to grow

“

Before you are a leader,  
success is all about  
growing yourself. When  
you become a leader,  
success is all about  
growing others.

”

Jack Welch



# QA Department Group – Improve In-direct efficiency while reducing labor

\*\*\*Why can't they get their jobs done on-time\*\*\*

- Not fully understanding current state
- Identify constraints and distractors
- Cross-training

## QA Communication Board

- Clear daily goals with quick visual performance
- Reward system

Today: 10 | 5:39 | 3 | 4

Yesterday: 18 | 147 | 18%

### QA COMMUNICATION BOARD

SAFETY (INCIDENTS REPORTED)

18 | 147 | 18%

Inspection Type	Rate/Day	Rate/Wk	Total Time	ISSUES TOWARDS INSPECTION			ACTUAL
				1ST SHIFT	2ND SHIFT	APPROXIMATE	
IN-PROCESS	10	4	2:54				
FINAL	10	4	1:21	MONDAY	10:11	2:01	12:12
FAIR	7	2	2:42	TUESDAY			
RECEIVING	11	6	3:54	WEDNESDAY			
1 <sup>ST</sup> PIECE	1	1	0:34	THURSDAY			
SORTING	1	1	1:54	FRIDAY	13:02	0	13:02 26:07:00
<b>TOTALS</b>	<b>33</b>	<b>16</b>	<b>19:00</b>	<b>TOTALS</b>	<b>71:11:00</b>	<b>8:04</b>	<b>79:16:00 93:16:00</b>

**INSPECTION BOARD METRICS**

**WEEKLY MRRS**

**INSPECTION TIME PER TYPE**

**NET-INSPECT FAI STATUS**

Writing Tools / Magnets / Action Card Supply Area

**SAFETY**

DATE	ISSUE	ACTION

**MAINTENANCE**

ISSUE	ACTION

**Eraser Shadow Board**

Any safety issues that arise from day to day operations or safety audits.

Any maintenance issues regarding any equipment within the Quality Lab. This can include inspection equipment, Computers, etc.

**AUDIT RESPONSIBILITY**

2025/08/10

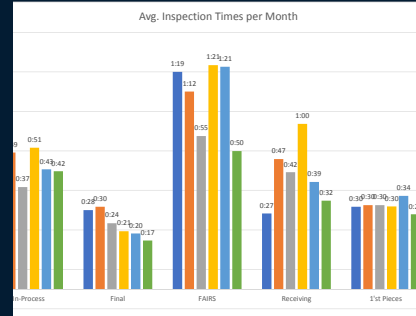
This field identifies whose responsibility it is to perform the Shop Floor Audits. This information is taken from the Schedule located on the QA Lead's cubicle wall. This is updated daily. Note: This field has no Shop Audits on Friday.

PARKING LOT	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	PAST DUE
<p>Action Cards that are scheduled to take longer than a week's time to complete. These will be discussed every Monday until defined action has been determined or if the Action Card is completed.</p>	<p>Any action cards that are created, due, or ready to be discussed on Monday are to be placed here.</p>	<p>Any action cards that are created, due, or ready to be discussed on Tuesday are to be placed here.</p>	<p>Any action cards that are created, due, or ready to be discussed on Wednesday are to be placed here.</p>	<p>Any action cards that are created, due, or ready to be discussed on Thursday are to be placed here.</p>	<p>Any action cards that are created, due, or ready to be discussed on Friday are to be placed here.</p>	<p>Any Action Cards that were not completed by their scheduled completion date are to be placed here. They will be discussed daily until completed.</p>



## Financial Results

Reduction in (2)  
Quality Inspectors



Time Difference from Previous Month

Type	19-Apr	19-Ma	Time Diff	Jobs	Time
In-Process	0:43	0:42	0:00:52	119	1:43:11
Final	0:20	0:17	0:02:41	119	5:20:15
FAIRs	1:21	0:50	0:30:43	21	10:45:05
Receiving	0:39	0:32	0:06:47	87	9:50:19
1st Pieces	0:34	0:27	0:06:56	140	16:10:50
	0:43	0:34	0:09	486	43:49:40



## Setting Others Up for Success

- Pay Attention to the Details
- Be Curious
- Look Ahead and Anticipate



THANKS  
FOR COMING

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*Thank you for joining us!*