



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

## EDUCATIONAL SEMINAR

### GETTING MORE DONE THROUGH DELEGATION

1

### SEMINAR SPEAKER



**David Badger**

Vice President of Manufacturing  
& Supply Chain

2



# Getting More Done Through Delegation

How to achieve your vision?



3

## Agenda

- Loram Overview
- My Team
- Delegation
- Letting Go
- A New Mindset
- Close



4

4

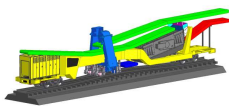
# Hamel, MN



STRICTLY CONFIDENTIAL

5

# Loram Value Proposition



**DESIGN**

**BUILD**

**OPERATE**

**MAINTAIN**

- 1,500 Employees
- 230 Machines Worldwide
- Sun never sets on Loram



STRICTLY CONFIDENTIAL

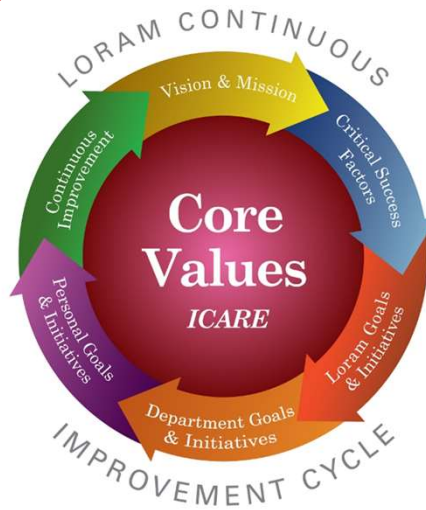
6

# Loram Values Vision Mission



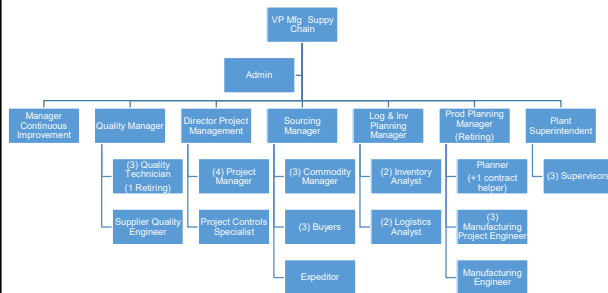
7

# Tie it all Together



8

## The Team



## Our Beliefs



9

## Delegation

Delegation is the assignment of any authority to another person (normally from a manager to a subordinate) to carry out specific activities. It is one of the core concepts of management **leadership**. However, the person who delegated the work remains **accountable** for the outcome of the delegated work

<https://en.m.wikipedia.org/wiki/Delegation>



10

10

## Letting Go

### Risks of...

- Fear of failure
- Limited knowledge
- Being upstaged
- Weakness will show

### Risks of not...

- Holding people back
- Squashing creativity
- Losing people
- Burnout



## A New Mindset

### Achieve your vision with team delegation!

- Focus on the Customer(s).
  - Are your priorities aligned appropriately?
- Embrace the team concept.
  - Trust and leverage those closest to the work.
- Share the successes.
  - How do you recognize team members today?
- Lead your team.
  - What are you doing to be a better leader everyday?

## Leadership at Loram...DCOM

- **Direction**
  - Have you established a clear vision and expectation?
- **Competency**
  - Do you have the RIGHT team in place?
- **Opportunity**
  - Are your goals aligned?
- **Motivation**
  - How do you connect accountability and recognition?

ALULA® is a registered service mark of ALULA, and DCOM®



13

13

## Communicate, Communicate, ....

- **Principled Statements**
  - Create a clear path for where your going
- **Relevant KPI's**
  - Your leadership scoreboard
- **Regular Touch Points**
  - Facetime with your team members
- **Recognition**
  - Make someone's day



14

14

# EXAMPLE

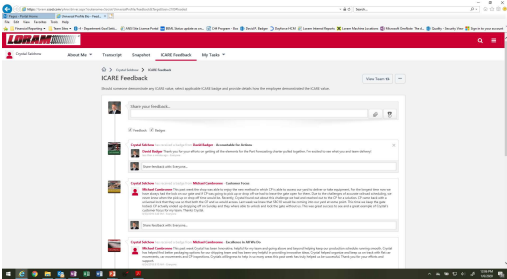
D



<p><b>Business Case</b> The project aligns with 2020 business priorities. Utilization of part forecasting and Plan for Every Part (PPEP) will ensure we have a robust supply and demand plan improving material on time delivery, customer satisfaction and improved cash flow.</p>	<p><b>Opportunity Statement</b> Today we do not utilize material forecasting. Supply chain is unable to predict the demands of our external and internal customers. The current state results in \$19M in safety stock, &lt; 40% on-time delivery and unhappy customers.</p>	<p><b>Project Objective</b> To improve availability, develop and implement a forecasting strategy leveraging PPEP principles for top strategic parts by 09/30/20.</p>
<p><b>Project Scope</b> In-bounds: Site: 10 Machines (North America) Standard Inventory Out-of-bounds: Project Inventory</p>	<p><b>Project Plan</b> Project Tier: Improvement Approach: DMAIC Start Date: 01/01/20 D: 01/20/20 M: 02/28/20 A: 03/31/20 I: 06/30/20 C: 09/30/20 Estimated End Date: 12/31/20</p>	<p><b>Team Members</b> Project Champion: David Badger Process Owner: Crystal Selchow Project Leader: Crystal Selchow Coach: Josh Flata Team: Cavin Thiery, Dan Ullsperger, Brian Denker, Matt Bredeson, Jennifer French, Allen Peyton (if FM in scope), Stacy S.</p>

C

M



O



## Wrap Up

### Delegation...How

- Leadership
- Vision
- DCOM
- Communicate

### Results (1 😞 to 5 😊)

Department	Manufacturing & Production
The stress level of my job is manageable.	3.2
Select the statement that most fits where you are at Loram today. *	3.1
My work gives me a sense of achievement.	4.0
My supervisor is aware of my long-term professional goals.	3.7
Most days, I see positive results because of my work.	4.0
I would recommend this company as a good place to work to a friend/relative.	4.4
I have work life balance.	3.8
I have pride in the part I play within the company.	4.4
I have been given the opportunity to develop and grow in my job.	3.8
I have access to the learning and development I need to do my job well.	3.9
I can easily see how my work affects Loram's overall success.	4.1
I am happy at work	4.0

\* 4) I love my job right now 3) I really need this job so what it does not matter 2) I like to come to work, do my job, and forget about it 1) I dread coming to work more than I look forward to it





