



# **IMPACT Hiring Solutions**

## **Searching Training Benchmarking**

### **SUCCESS FACTOR SNAPSHOT Operations Manager/Plant Manager**

1. Reduce labor costs by 5-10% within 12 months. Conduct within 3 months a complete assessment of all labor costs, productivity issues, improved efficiency on the production lines and develop specific recommendations for lowering labor costs.
2. Develop specific strategies within 4 months to reduce the number of fraudulent workers compensation claims. Examine past history of claims for patterns of worker behavior, hiring problems, assessment tools to measure honesty or integrity.
3. Develop a strategic and annual operating capital equipment plan within 2 months. Match capital equipment needs against business strategies and sales/operations plans. Cost justify new capital equipment needs. Conduct a periodic assessment of new equipment capable of lowering labor costs, improving productivity, lowering scrap. Assess whether equipment is being effectively utilized to gain the best efficiency levels within 30 days, both in upgrades, type of equipment, and operator capability.
4. Review production scheduling within 2 months and identify opportunities to improve cost structure by more efficiently planning jobs, obtaining a higher capacity utilization rate on existing equipment, and reducing line changes and related costs.
5. Establish a system to track waste and set targets to substantially reduce waste within 6 months.
6. Create a series of metrics/measurements for more effective plant management within 4-5 months. Create daily, weekly, and monthly reporting tools for both line managers and senior executives. Use the metrics to continuously improve operations and as an incentive to motivate teams/employees to higher levels of performance.
7. Assess the supervisory management team in operations within 2 months. Identify problems in managerial strength, replacement/hiring needs, and training requirements for the staff. Create both performance objectives and personal development plans for each supervisor within 3 months.
8. Assess whether underlying systems and IT infrastructure provides adequate information for effective operations management and identify additional IT requirements to support higher volume/manufacturing levels within 9 months.