

# Developing Leadership

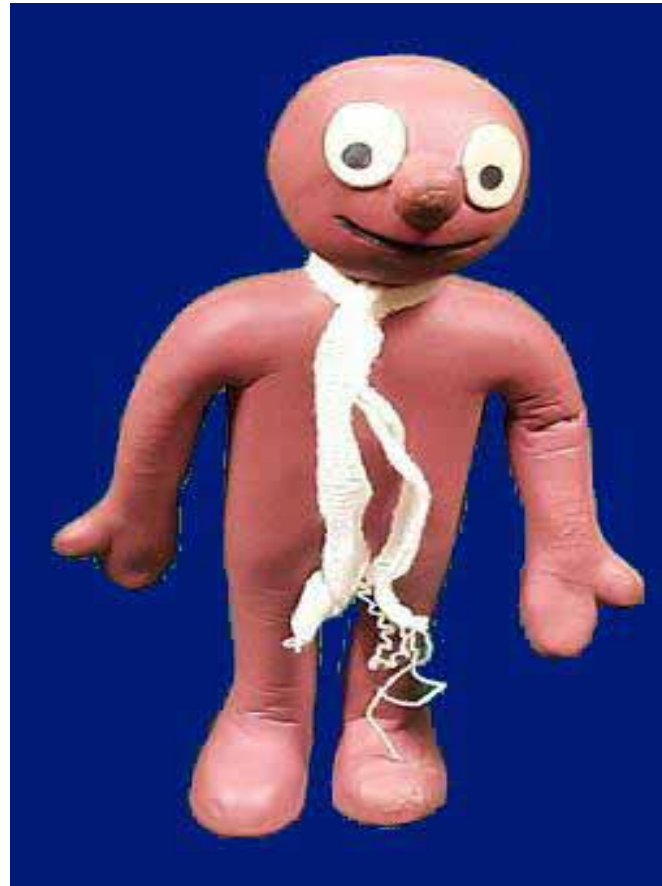
The Ginsters Experience



**Nicky Taylor**

**Number 1**

# Morph the Manager



# Vision



# Current Reality

# **Value of Stability**

**Performance improvements can be  
achieved...**

**Number 2**

2001



Platinum Programme

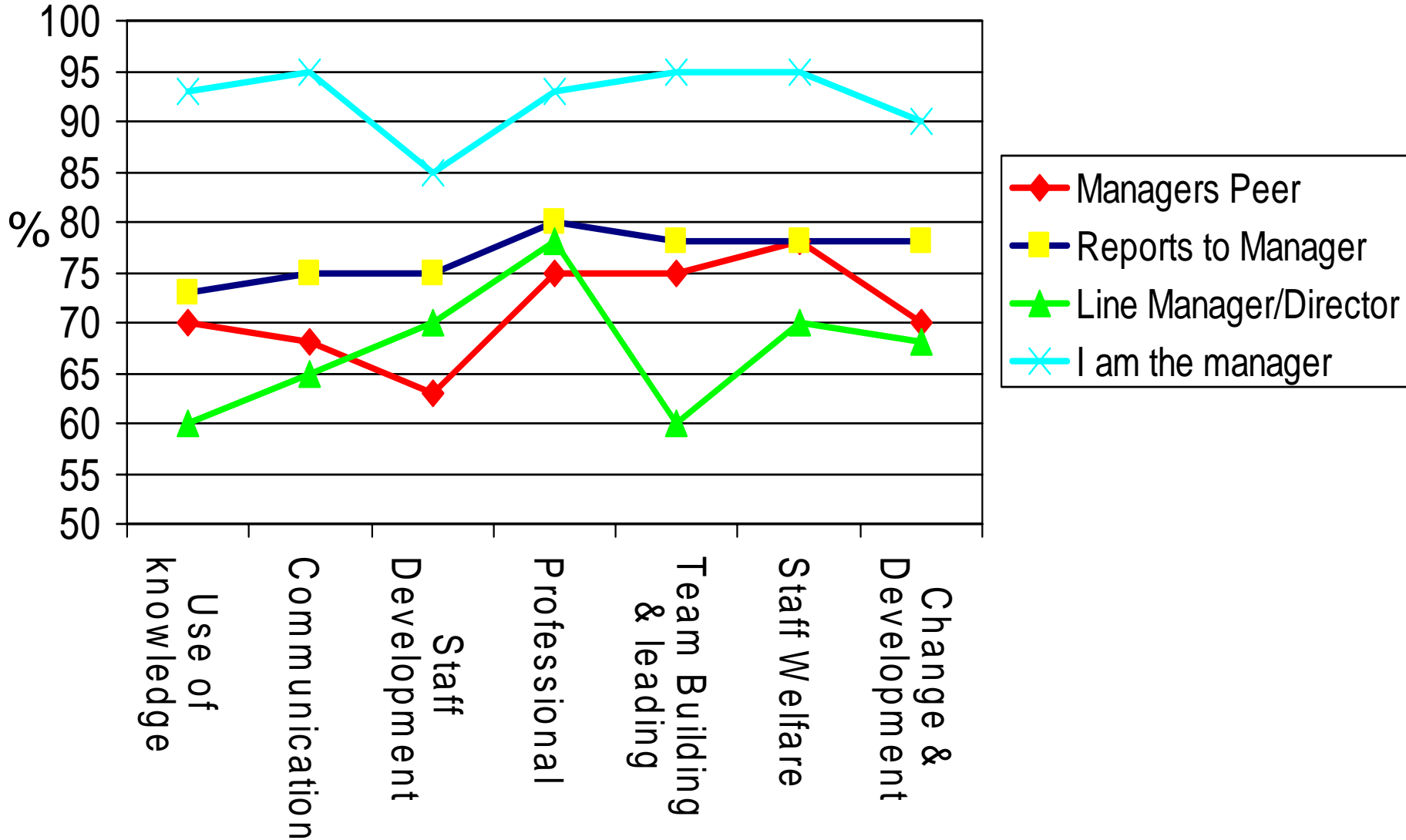
Developing World  
Class Managers &  
Leaders for  
World Class  
Manufacturing

module

introductory  
module



# Platinum 360



# Bottom Line Impact.....

- Turnover was more than halved
- Employee Stability was increased
- Short term absence was reduced
- Waste saved.....

# **So What's Changed about our Leadership....**

***“I have changed as a person, I now use the team to solve problems, we all have goals, we are shining as a team. No one has left either which is great and I really do make sure that development happens every day”***

# Developing Leadership...

*“Managers are approachable”*

*“Managers talk to their teams now”*

*“Good team work with other departments”*

*“I know how my job affects the business”*

**Number 3**



PILLAR



CE



**Number 4**



## Pillar Champions

### PEOPLE



### QUALITY



### H.S.E.



### COST OPTIMISATION



### CUSTOMER SERVICE



P Q P

World Class Manufacturing

# ***Take the experts back to the people.....***



**Number 5**

# Teeth to Tail...



# Meaningful Work...



**Number 6**

# Celebrate Success..



# Recruit & Select to Potential



**Development Centres**

# ***Developing Leadership...***

- ***Establish the Vision***
- ***Platinum – Flexible Leadership Development***
- ***Better Business Planning***
- ***Pillar Strategy – Senior Team Re-Structure & Development***
- ***Every employee is a Leader***
- ***Culture***





# Developing Leadership

Always a journey.....

