



# GLOBAL MANUFACTURING LEADERSHIP

A Change Project for Creating A Highly Efficient Manufacturing Organization by Means of Modern Management Techniques To Become A Leading Manufacturer for the Global Brands.

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# Project Mission

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*Continuous improvement of the organizational efficiency*

*by systematic voluntary involvement of the human resources*

*for the ultimate satisfaction of the customer.*

# Two Pillars of Organizations

## ■ Human

- Effective management of Human Resources Processes.
- Systematic and voluntary involvement of the human resources

## ■ System

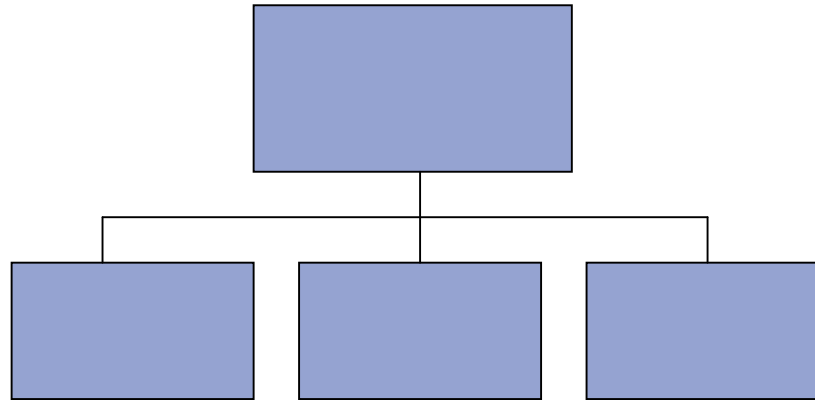
- Strategic Design and Management of Business Processes in line with the Modern Business Models and International Standards

# Human Resources Processes

- Analysis of Human Resources Processes and Planning for Improvements
  - **Search and Selection**
    - Organizational Design
    - Competency Analysis
  - **Performance Management**
    - Balanced Scorecard
  - **Training**
    - Proactive Planning
    - Competency Matrix

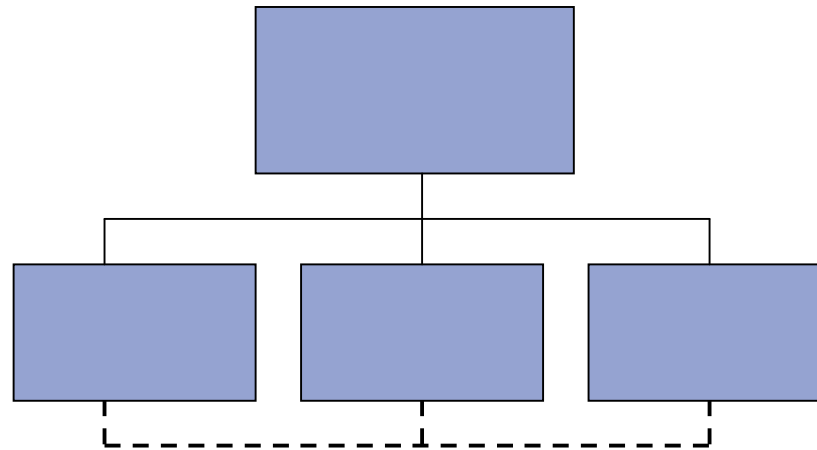
# Organizational Design

- **Clear Job Descriptions**
  - **Clear responsibilities**



# Organizational Design

- **Customer Focused Matrix Structures**
- **Reengineered Customer Focused Processes**



# System Standards – TOE / COC

- Analysis of Management Systems Against Customer Codes and International Standards
  - Terms Of Engagement
  - Code Of Conduct
  - Quality System
  - Environmental System
  - Health & Safety System
  - Social Responsibility System

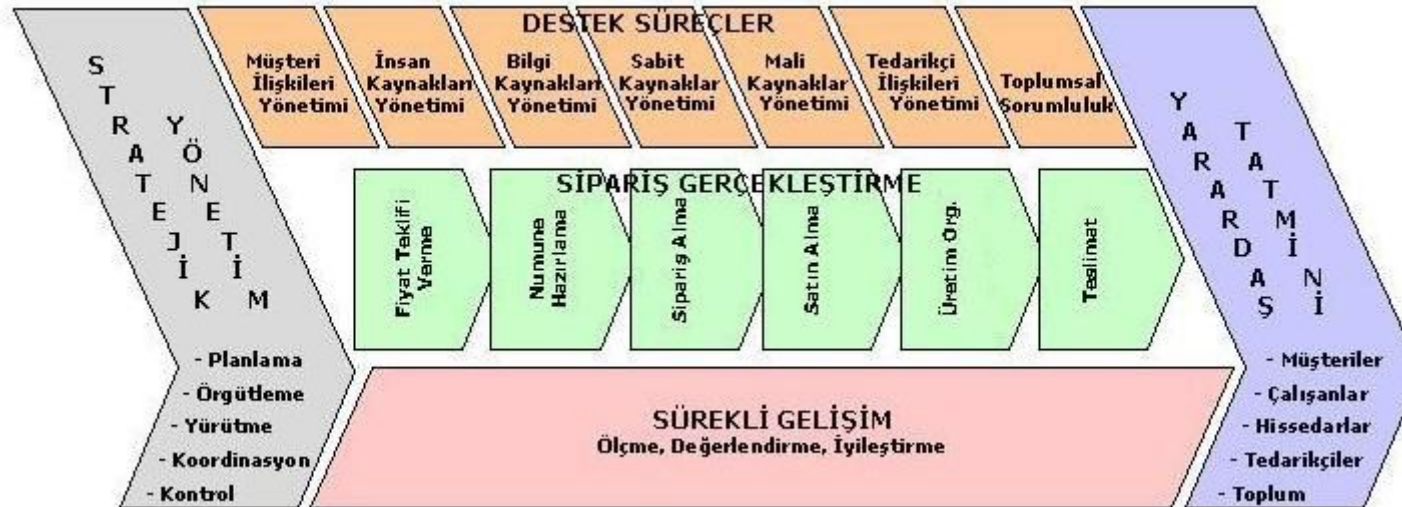


# Business Processes

## ■ Defining Business Processes

### ■ Process Based Job Descriptions

- Effective internal communications beyond departmental borders

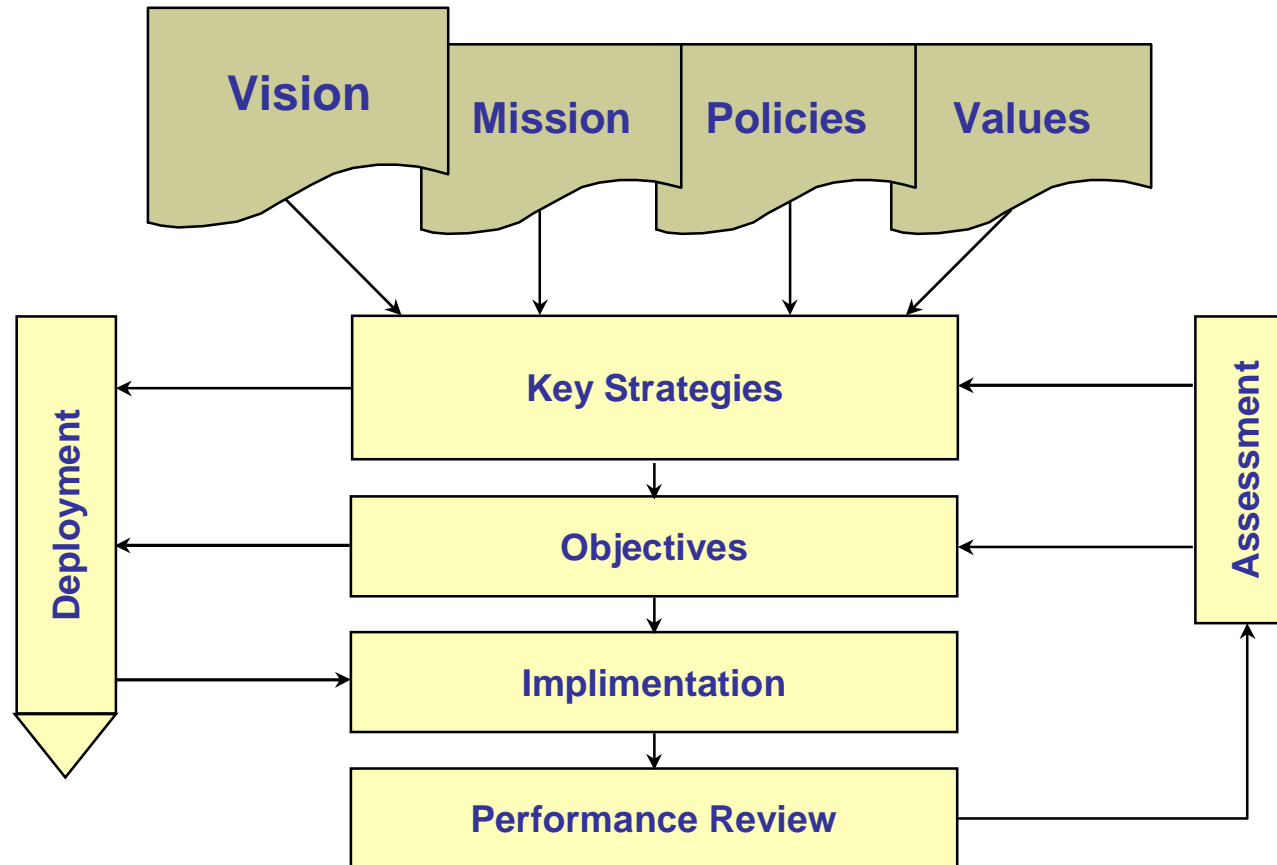


# Strategic Approach

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- Strategic Management Audit and Planning for Increasing the Awareness
  - Visionary Leadership
  - Strategy Deployment
  - Strategic Performance Management
  - Balanced Scorecard

# Strategy Deployment



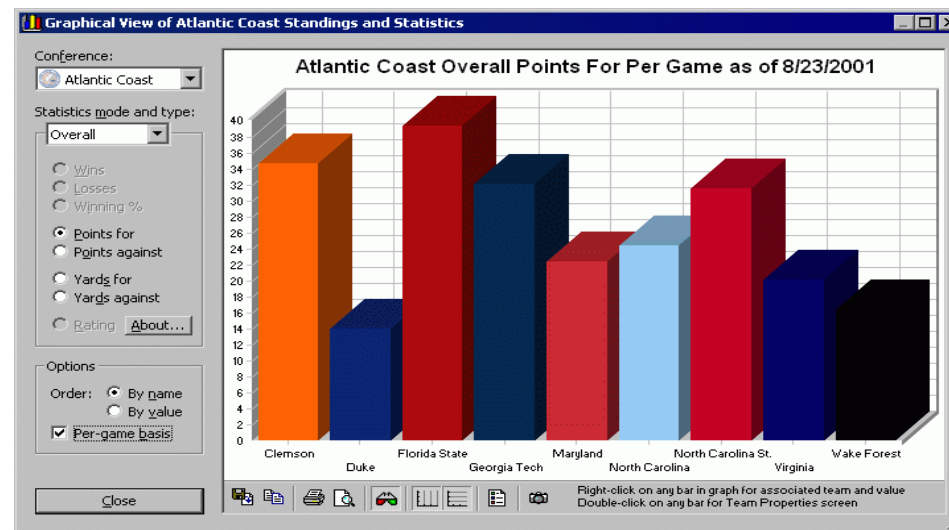
# Information Systems

- **Strategic Management of Global Manufacturing Know-How**
  - Effective Internal Communications
  - Electronic Document Management



# Information Systems

- Assessment of the current systems and Suggestions for improvements
  - Enterprise Resources Planning (ERP)
  - Management Information Systems (MIS)



# Project Objective

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The ultimate objective of all organizational change projects is **customer satisfaction**.

The new customer-focused and systematic organizational structure aiming global manufacturing leadership will be the foundation of **sustainability** of the company's **growth and endurance**.