


## Self Directed, Self Managed Teams


1. Developing individual competency within and beyond the boundaries of function/levels
2. Leveraging human potential to the zenith and
3. Directing the potential into the balance sheet

### As-Is Boundary of an Operator

Level4				
Level3				
Level 2				
Level1				
	Maint.	Prodn	QC	People

Example

### To-Be Boundary of an Operator

Level4				
Level3				
Level 2				
Level1				
	Maint.	Prodn	QC	People

Breaking of Level

Breaking of Functional Boundary

# A CEO definition

Unleashing people potential is one part but directing it into balance sheet in a predictable / planned / controlled manner is the real excitement. That is what 7 Star is all about.

It is an opportunity to convert “zonoon”/passion and uniqueness of a person into profit.

# What does the model look like?

## Team Member\*

Competency→	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10
Product (Q&Q)										
Process										
Parts(Machines)										
People										
Problem Solving										

- To be customized for each individual based on his Core Functional Skills
- Q&Q- Quantity and Quality

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... and such star team members with team with following features

- Multi Skilled
- Complementary Skill Sets
- Self Supervised/ Self Managed
- Self Directed
- Self Sufficient

Each Team (Size- 6 to 15) in a three layered structure  
IB,DC &FLE

# Imperatives

... and multiple such teams will be embedded around following four types of clusters

## **Core Processes**

They are central to a company's operations, make exceptional contribution to customer value, offer opportunity to build competitive distinction and create direct impact on the top line and bottom line of the company.

## **Integrating Process**

It facilitates an organization to integrate various processes to achieve the organizational mission.

## **Shared Services Units**

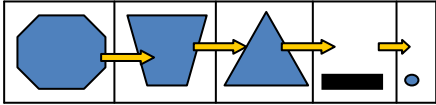
These processes support the Core & Integrating Processes, thus indirectly contributing to customer value.

## **Centers of Excellence**

Their customers are within the company. They help to improve the efficiency and effectiveness of Core & Integrating Processes for continuously enhancing the customer value.

The most widely accepted and acknowledged way

# Business Impact

Performance Attribute	Trend	Business Impact
Touch Point 	↓	Reduce by 75 to 80%
Manpower Rationalization/ Human Productivity	↓	Manpower Redeployment 8 to 10% (Senior 25%, Middle-20%, Lower 10%)
Asset Productivity/OEE	↑	Improve by 10 to 35 %