



EXECUTIVE SUPPORT

LT Consulting's Executive support is designed to help you overcome any issues resulting from improvement programmes and accelerate your success from the planned programme of improvement.

Our support, in its many and flexible forms, will show you how to encourage improvements; achieve change at a faster pace; overcome the current levels of contentment; support management and improve the processes and systems both inside and outside the manufacturing areas of your business.

Preparation for Improvement and Change

There are many considerations and issues you need to be aware of and prepare for when embarking on any improvement or change.

You may not get the entire buy-in from the management team. They may actively resist since it will potentially expose their underperformance -- especially in operational areas. Some managers will feel threatened by loss of status, position and power.

Companies often find it difficult to see the financial benefits translated to the profit and loss account. Therefore you must implement appropriate measures before starting to ensure the gains from each improvement are seen.

Your people's skills should be developed and redeployed to increase the rate of improvement. One great advantage is that productivity improvements will free up space and people -- a clear strategy.

Sustaining the improvements is the most important issue. They should be planned and managed carefully if the improvements are to continue.

The LT Approach

Firstly, we meet the appropriate members of your organisation to learn all we can about the business whilst offering any immediate advice or support for short-term gains. We also seek to understand the improvements to date, the culture you operate within and the perceived constraints or barriers in the various areas.

We then dovetail this with needs before showing you how to help them achieve success.

Secondly, we develop a strategy designed to provide the most valuable help and support required to achieve the goals of your business.

Improvement Support

Support starts with one day per month on site joining the executive meeting where we would act in an advisory role providing prompts, direction setting, points for consideration and alternative views etc.

This is followed by a scheduled conference call each week with the appropriate people for one hour, when we act as a sounding board for them to discuss their ideas, issues and concerns.

The on-going support ensures that we keep up to date with the improvement activities within your business and remain relevant - not coming "cold" to the executive meetings ensuring advice that is both direct and applicable. We would also develop rapport with the senior team so over time they will feel free to seek our advice anytime with open, productive lines of communication.

Specialist advice is provided where and when necessary by specifically skilled professionals from the LT team, agreed prior to action.

The Key Objectives

The key objectives of executive support and coaching are to:

Provide an external advisory/consultation role to test ideas, give second opinions; provide assurance in their direction to help and inspire.

Provide in-depth technical advice on how to transform the company using lean principles with clear, practical explanation of advanced concepts and how to apply them within each unique environment.



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Provide extra training on specific problem areas where they arise to increase the skills internally at all levels.
Provide the necessary tools and information to help each person become more decisive and knowledgeable with progressing forward.

Create and clarify each division's own vision of what they need to do to be successful.
Explain how to design and implement the structure and processes required to manage on-going improvements to achieve successful implementation.