

Leadership Solutions

**DON'T SETTLE.
BUILD EXCEPTIONAL
LEADERS.**

If you're like many mid-market manufacturers, you struggle to maintain a high-performing leadership team. But you don't have to settle for the status quo. You can drive leadership capability within your organization that can set your business apart and move performance in the right direction fast.



Is your organization's performance hindered by an inability to:

- Develop internal high potential players
- Optimize leadership capabilities for driving effective execution
- Engage leaders with the right management system
- Successfully implement key strategic projects due to lack of bench strength
- Model exceptional leadership performance
- Recruit external high performing talent

With the TBM approach to leadership excellence, you will:

- Use our proprietary six-point Leadership Assessment to identify and address organizational gaps that stand in the way of high performance
- Leverage TBM's "What Good Looks Like" profiles to understand the leadership and technical skills needed for success in each leadership role
- Implement training and development based on the profiles and identified gaps
- Embed resources to lead key portions of your business or drive strategic initiatives
- Map out a go-forward plan to sustain leadership excellence into the future

Establish a sustainable competitive advantage through leadership.

LEADERSHIP DEVELOPMENT

Our Leadership Solutions practice develops your leaders on two critical dimensions: technical capability and managerial skills. Using our proprietary "What Good Looks Like" profiles and our six-point Leadership Assessment, we identify the gaps between where your leaders currently are and where they need to be to drive business performance. Development programs and recommendations are based on the analysis and tailored to the specific needs of your individual leaders and your organization.

STRATEGIC EMBEDDED RESOURCES

Our leadership consulting team has walked in your shoes. Our professionals can step into your organization within days, bringing hands-on operational, supply chain, and managerial expertise to the heart of your business for a period of time. Our leadership consultants become part of your team, working alongside your people, to accelerate results, transfer knowledge, and grow internal capabilities so your business can maintain momentum and sustain the benefits long term.

TALENT MANAGEMENT PROCESSES

We help manufacturers build internal talent management processes specifically designed to attract and retain top-tier operational and supply chain leaders. From expediting the recruiting process to implementing retention best practices, we can help your organization become more proactive and strategic about identifying and retaining the highest quality leadership talent ensuring your business always has access to the best talent for your immediate and future leadership needs.

MEDICAL DEVICE MANUFACTURER
Strategic Embedded Leader Drives Rapid Turnaround

- Implemented improved leadership team structure and process for daily accountability, problem solving, and alignment
- Lowered inventory by \$1.5 million
- On-time delivery improved by 29%
- Customer complaints reduced by 63%

LABEL MANUFACTURER
Leadership Coaching Helps Remove Production Bottlenecks

- Reduced order backlog by 90% within one month
- Increased daily press productivity by 47% while reducing labor costs and balancing overtime
- Coached and mentored associates while supporting recruitment and hiring of new general manager and two new supervisors

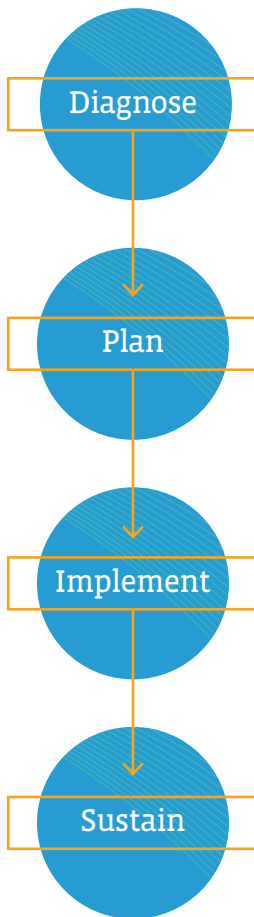
BLOW-MOLDED RIGID PLASTICS MANUFACTURER
Embedded Leader Coaches Team and Promotes OpEx

- Developed a standard methodology to quickly quantify cost savings opportunities across all sites—identifying \$1.5 to \$2.5 million per site
- \$11 million in annualized cost savings from top three sites
- Ongoing operational improvements by site, with 16% OEE plant-wide improvement

Address your immediate and long-term talent needs with a comprehensive approach to leadership excellence.

Our Leadership Solutions practice takes a practical approach to quickly improve your organization's leadership capability and help you develop the high caliber leaders you need to drive value for your business. You don't have to settle for good enough. Use our approach to differentiate your business through operational and supply chain leadership excellence.

The TBM Approach to Leadership Excellence



Our leadership solutions consultants use our proprietary Leadership Assessment to diagnose your organization's operational leadership capacity across six dimensions: organization, individual technical capabilities, individual leadership capabilities, talent management processes, leadership risks, and culture.

Our team creates a practical go-forward plan for addressing areas of weakness within your organizational structure and current and future leadership teams. We decide where to embed resources and process rigor to rapidly build high-performing leadership.

We put your go-forward plan into action right away, working at the point of impact with your operations and supply chain teams to instill the techniques, behaviors, and processes needed to effectively execute and manage performance at all levels of the organization.

We track and regularly review the performance of resources and leaders who are receiving coaching and training and well as the business impact for your organization.

Don't settle.
Build exceptional leaders with TBM. →

SPEED WINS EVERY TIME

TBM specializes in operations and supply chain consulting for manufacturers and distributors. We push the pedal down in your operations to make you more agile and help you accelerate business performance 3-5x faster than your peers.

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