



Value Stream Director Success Profile

skill
1

CORE SKILLS

- 1. Continuous Improvement
- 2. Initiating Action
- 3. Guiding Team Success
- 4. Resolving Conflict
- 5. Operational Decision Making

WHAT GREAT LOOKS LIKE

- › Collaborates with colleagues from different areas of expertise to achieve common goals that effectively drive success and innovation across the organization
- › Running an efficient operation by building a strategy and system to meet KPIs and identifying continuous improvement opportunities
- › Creates a vision for the organizational unit by clearly communicating and motivating the team to drive the vision to completion
- › Expert in understanding flow, inventory, visual management and lean principles that drive organizational efficiency and effectiveness
- › Leveraging digital tools and strategies to drive significant quicker decisions for improvements in efficiency, quality, and overall operational performance

SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

ON THE JOB DEVELOPMENT EXPERIENCES

- › Leading a project using Root Cause Corrective Action to improve first past yield
- › Manage a project that focuses on reduction of waste that improves turnaround time
- › Complete a project with a goal to improve inventory turns
- › Participate in a Kaizen
- › Complete a Black Belt project

AVAILABLE TRAINING

[Effective Collaboration across Teams](#), 45 mins.

[Creating a Culture of Continuous Improvement](#), 59 mins.



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WHAT GREAT LOOKS LIKE

- › Data driven approach for driving change and be able to translate cross functionally, leading to improved organizational performance and innovation
- › Interpret and implement strategic plans and activities to improve the performance of the Value Stream in order to meet top-level goals
- › Uses Financial acumen to effectively manage the Value Stream budget, capital plans and staffing requirements to ensure to financial success of the organization
- › Proficient in analyzing metrics (safety, quality, delivery, and cost) to achieve high performance to established targets
- › Leverages data effectively to identify areas for potential cost savings without compromising data or performance to drive sustainable success

SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

ON THE JOB DEVELOPMENT EXPERIENCES

- › Exposure to budget planning
- › Product development and process innovation
- › Project that improves a value stream metric (e.g., safety, quality, delivery, cost, etc.)
- › Anticipate problem and develop contingency plan in an early stage of a project

AVAILABLE TRAINING

[Building KPIs for Data Driven Strategy](#), 46 mins.

[Strategic Planning Foundations](#), 1 hr.



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WHAT GREAT LOOKS LIKE

- › Collaborates with colleagues from different areas of expertise to achieve common goals that effectively drive success and innovation across the organization
- › Running an efficient operation by building a strategy and system to meet KPIs and identifying continuous improvement opportunities
- › Creates a vision for the organizational and mitigates risk by clearly communicating and motivating the team to ensure the stability and success of an organization
- › Expert in understanding flow, inventory, visual management and lean principles that drive organizational efficiency and effectiveness
- › Effective change management by having a combination of clear communication, strategic plans, empathy, and strong leadership

SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

ON THE JOB DEVELOPMENT EXPERIENCES

- › Leading a project using Root Cause Corrective Action to improve first past yield
- › Manage a project that focuses on reduction of waste that improves turnaround time
- › Complete a project with a goal to improve inventory turns
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AVAILABLE TRAINING

[Top 10 Rules for Highly Effective Leadership](#), 36 mins.

[Creating a Culture of Continuous Improvement](#), 59 mins.

[Career Coaching Conversations](#), 10 mins.



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WHAT GREAT LOOKS LIKE

- › Uses high Emotional Intelligence to understand own and others' emotions while navigating conflicts, at all levels, to ensure a strong culture within the team
- › Proactively works through issues with customers or suppliers in order to get the needed results by holding them accountable to ensure expectations are met
- › Creates meaningful interactions and strong relationships by understanding their audience and adjusting communication style to meet needs of others
- › Demonstrates commitment to continuous improvement by working with peers cross functionally to drive organizational efficiency and performance

SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

ON THE JOB DEVELOPMENT EXPERIENCES

- › Help resolve issues between members in operations
- › Participate in customer or supplier visits
- › Cross-functional management
- › Work with dissatisfied customer or difficult supplier
- › Correct a group morale problem

AVAILABLE TRAINING

[Managing a Cross-Functional Team](#), 1 hr.

[How to Resolve Conflicts](#), 52 mins.

[Developing Your Emotional Intelligence](#), 42 mins.

[Managing Team Conflict](#), 58 mins.

[Empowering Teams to Resolve Conflict](#), 10 mins.



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WHAT GREAT LOOKS LIKE

- › Quickly identify problems and making decisions to resolve operational bottlenecks, keeping projects on track while maintaining productivity
- › Achieves buy in from cross functional partners and holds accountable to key performance indicators to drive operational goals
- › Uses data analytics tools to identify trends, anomalies, and areas for improvement to makes decisions that align with Woodward core values
- › Comfortable in ambiguity and making decisions autonomously. Knows when to consider who will be affected and how
- › Anticipate customer and market needs and proactively make decisions and find solutions that support the business and customer needs and expectations

SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

ON THE JOB DEVELOPMENT EXPERIENCES

- › Exposure to day-to-day operational challenges and the development of solution
- › Provide support to customer-focused problems and find a solution using the right tools
- › Take ownership of issues that impact product or KPI success, even not direct responsibilities
- › Exposure of owner to high mix/low volume owning the complexity of the environment
- › Work on a cross-functional project that needs to use problem solving tools

AVAILABLE TRAINING

[Making Quick Decisions](#), 22 mins.

[Critical Thinking for Better Judgement and Decision Making](#), 57 mins.

[Decision-Making Strategies](#), 48 mins.

[Making Accelerated Decisions](#), 10 mins.