



Vice President Quality Success Profile

skill
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CORE SKILLS

- 1. Cultivating Networks and Partnerships
- 2. Leading Change
- 3. Compelling Communication
- 4. Driving Execution
- 5. Technical Expertise: Quality

WHAT GREAT LOOKS LIKE

- › Leads the team to develop and implement top tier Quality systems and processes that achieve a competitive advantage for the business
- › Strong understanding of the skills that you have today and the skills you need for the future and the gaps. Create and execute a workforce plan to close the gap
- › Creating and leveraging networks with customers and regulatory agencies to achieve mutual success through quality and results
- › Proactively using Business and Financial Acumen to understand Cost of Poor Quality and implement initiatives to do more with less
- › Effectively partner with and influence internal stakeholders and support organizations to gain buy-in and resources needed to drive Quality culture

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

- › Involvement with Enterprise-wide Initiatives that include internal or external stakeholders: regulatory and customer
- › Completing a performance cycle for a large team
- › Participate in 3+9 Forecasting or AOP creation, 1+3
- › Analysis of skills you have and what you need and make recommendations to close the gap
- › Participate in succession planning and development of team members

AVAILABLE TRAINING

[Business Development Foundations: Alliances & Partnerships](#), 35 mins.

[Developing Business Partnerships](#), 54 mins.

[Purposeful Networking](#), 20 mins.



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WHAT GREAT LOOKS LIKE

- › Uses analytical problem-solving methods for complex problems and uses data to find effective solutions
- › Manages change to improve processes that adhere to new regulations or technological advancements
- › Strong ability to analyze and interpret financial data to make decisions to make quality improvements
- › Persuasively articulates the value proposition of reasons for change, the benefits, and the impact on all stakeholders in a clear and compelling manner
- › Ability to prioritize and allocate resources effectively to support and maximize change initiatives, including time, budget, and personnel

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

- › Taking on a challenging team or process and improving the overall quality outcome
- › Establishing and tracking (KPIs) to monitor effectiveness of change initiatives
- › Benchmark to identify best practice and implemented innovative Quality management practices and/or technologies
- › Prepare contingency plans to address unforeseen issues
- › Conducting cost-benefit analyses to justify Quality investments

AVAILABLE TRAINING

[Change Leadership](#), 37 mins.
[Leading Your Team Through Change](#), 21 mins.



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WHAT GREAT LOOKS LIKE

- › Strategically communicates the organizations Quality vision, strategy, and objectives to achieve alignment at all levels and buy-in from all stakeholders
- › Holds customers and suppliers accountable to Quality standards and expectations to uphold Woodward's Best in Class commitments
- › Leading and navigating through Quality crisis with optimal transparency and minimal impact to the business
- › Rapidly adapt style and approach all communication to ensure it is effective to the given stakeholder
- › Ensuring precise communication and thorough documentation is essential to safeguard Woodward's interests and operations

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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

- › Managed working through an unhappy customer and created a positive outcome
- › Effectively communicating to large and diverse audience (AMM or QBR etc.)
- › Communicating Quality expectations and standards to suppliers
- › Mediation amongst team/departments to maintain Quality collaboration
- › Negotiating Quality standards and expectations with suppliers

AVAILABLE TRAINING

[High-Stakes Communication](#), 1 hr.

[Creating a Communications Strategy](#), 34 mins.



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WHAT GREAT LOOKS LIKE

- › Creating and executing the vision for short and long term at Enterprise level. How to meet today's challenges, but foresee what is coming 3-5 years to build a strategy
- › Demonstrate ability to solve problems of various types of sizes and coaching those skills into the team to support current state and protect future
- › Fostering partnerships with current and potential customers to create Quality Management System strategies that exceed customer expectations
- › Ability to anticipate needs and proactively makes decisions and finds solutions that support the business
- › Coaching the team on tools and management systems on how to drive problem solving and decision making into the lowest capable level to drive accountability

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 where decision making will impact the direct result of the project
- › Demonstration of solving a critical internal or external Quality issue
- › Involvement in budget process for optimal allocation of resources
- › Demonstrated examples where they have provided specific coaching or shared experience with teams or individuals that aided their development
- › Review policies, processes, and procedures and identify the impact on the organization

AVAILABLE TRAINING

[Creating a Culture of Strategy Execution](#), 48 mins.



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WHAT GREAT LOOKS LIKE

- › Subject Matter Expert in Governance (AS9100/ISO9001) and Regulatory requirements (ITAR/FAA) to lead the organization to excellence
- › Leading consistent culture of effective containment and corrective action process to exceed customer expectation associated with product Quality and compliance
- › Effectively uses risk assessments to identify and mitigate potential quality and compliance deficiencies
- › Proficient in automation technologies and statistical process control (SPC) to drive continuous improvement in quality metrics
- › Uses analytical problem-solving methods for complex problems and uses data to find effective solutions

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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

- › Work with external customers and regulatory agencies (e.g. FAA)
- › Conducting strategic risk assessments to identify potential Quality risks
- › Participating in internal and external audits
- › Familiarity with Advanced Product Quality Planning (APQP)
- › Use data analysis to make Quality decisions and improvements

AVAILABLE TRAINING

Work with your leader to identify on-the-job and formal learning experiences to develop this technical skill.

[Quality Management for Operational Excellence](#), 2 hrs.