



## *Team Leadership and Lean & TPM*

One of the key foundations of the Lean & TPM Journey to World Class Performance is Workplace Ownership. We need to create an environment where all employees have ownership of their work area and equipment, along with the decisions involving them.

This is achieved by having properly established and developed Area Based Teams of 4 to 8 employees under the guidance of a capable Team Leader.

The role of the Team Leader is critical to the Toyota Production System and the Toyota Way, and one of the biggest challenges faced by many organisations on their journey, is the development of Team Leaders.

The reality today is that the role of the Team Leader has changed and as you progress your Lean journey you most likely will recognise the need to support your Team Leaders with some Leadership Training.

This need was recognised at Sugar Australia's Mackay Port Packing Plant once they introduced new teams structures. Each new team was under the guidance of a Team Leader. For some of these Team Leaders it was the first time they were in a leadership role and to help them in the early stages a Team Leadership workshop was conducted.

During the session the group shared the challenges they had experienced in their new roles. Also discussed were the difference between Leaders and Managers and the key learning: *you manage tasks and you lead people.*



The workshop participants also learned about the characteristics of successful Team Leaders which included:

- ▼ *Having a vision and seeking improvements*
- ▼ *A willingness and desire to lead*
- ▼ *Able to share learning's*
- ▼ *Able to develop people through coaching and mentoring*
- ▼ *Able to manage self – walks the talk*
- ▼ *Planning and organising ability*
- ▼ *Job knowledge*



For more information about the Team Leadership workshop or Lean & TPM, please contact Vince Agostino – CTPM Senior Navigator NSW on 0419 876 488, CTPM Australasia Head Office on 02 4226 6184 or visit our website [www.ctpm.org.au](http://www.ctpm.org.au)