



What is the Bird's Eye View of a Soaring Production Manager?

by: Jennifer C. Zamecki

A Production Manager possess a list of key skills and personal characteristics needed for the job, Well-Run Concepts understands these areas and have done the research. Let's explore what the key attributes, motivators and behaviors would look like for a top notch Production Manager in an organization.

Whether you are searching for your next hire or a new career, Well-Run Concepts used a comprehensive, validated, step-by-step Job Matching system to determine what is needed for top performance.

Attributes tells us if an individual can do the job by looking at what personal skills or competencies are needed in the job of Production Manager.

The Top Seven Attributes are:

Self Management

Demonstrating self control and an ability to manage time and priorities is of great importance for an independent Production Manager.

- Effectively manages emotions and impulses.
- Manages time and priorities to meet deadlines.
- Balances personal/professional.
- Accepts responsibility for actions and results.

Personal Accountability

A trustworthy Production Manager has the capacity to be answerable for personal actions.

- Avoid placing unnecessary blame on others.
- Maintain personal commitment to objectives regardless of the success or failure of personal decisions.
- Apply personal lessons learned from past failures to move forward in achieving future successes.

Goal Orientation

Energetically focusing efforts on meeting a goal, mission or objective is important to a successful Manager.

- Expends the necessary time and effort to achieve goals.
- Establishes and works toward ambitious and challenging goals.
- Develops and implements strategies to meet objectives.
- Measures effectiveness and performance to ensure results are attained.

Leading Others

A strong Production Manager achieves extraordinary business results through people.

- Takes risks for the sake of principles, values or mission.
- Builds trust and demonstrates integrity with a noticeable congruence between words and actions (walks their talk).
- Demonstrates optimism and positive expectations of others.
- Delegates appropriate responsibilities and authority.
- Involves people in decisions that affect them.
- Addresses performance issues promptly, fairly and consistently.
- Makes decisions to avoid or mitigate the negative consequences for people.
- Demonstrates loyalty to constituents.

Accountability for Others

Responsible for the consequences of the actions taken by those under their management makes for a trustworthy Production Manager.

- Taking responsibility for the decisions and actions of subordinates, and not shifting focus on blame.
- Will not try to make excuses for a bad decision, which resulted in poor performance by an employee.
- They will instead make every effort to try and identify the cause of both the poor performance and any mistakes they made in assigning the task.
- Their focus will be more on correcting the problem to ensure future success, than on protecting

themselves.

- They understand that it is the task of the manager to accurately evaluate and understand the abilities of his/her employees and to set realistic goals and expectations.

Results Orientation

A driven Production Manager has the ability to identify actions necessary to complete tasks and obtain results.

- Maintain focus on goals.
- Identify and acts on removing potential obstacles to successful goal attainment.
- Implement thorough and effective plans and apply appropriate resources to produce desired results.

Flexibility

Agility in adapting to change is critical for a successful Production Manager.

- Responds promptly to shifts in direction, priorities and schedules.
- Demonstrates agility in accepting new ideas, approaches and/or methods.
- Effective in juggling multiple priorities and tasks.
- Modifies methods or strategies to fit changing circumstances.
- Adapts personal style to work with different people.
- Maintains productivity during transitions, even in the midst of chaos.
- Embraces and/or champions change.



About the Author

Jennifer C. Zamecki is the Founder and President of Well-Run Concepts, a Human Resource Consulting Firm, founded in 1997.

"Job Matching & Developing Top Talent"

www.Well-Run.com

Workplace motivators make up the next critical success factor needed, which tells us why an individual will do the job or, in other words, what rewards and cultures are they seeking on the job.



The Top Three Motivators for a Production Manager are:

- 1. Traditional/Regulatory** Rewards those who value traditions inherent in social structure, rules, regulations and principles.
- 2. Utilitarian** Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.
- 3. Theoretical** Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.

Behaviors tell us how an individual will perform the job. We analyzed which of the behaviors an individual should possess to perform well in the job of Production Manager. This is very important information to know in understanding communication styles.

The Top Three Behaviors for a Production Manager are:

- 1. Urgency**
The job requires decisiveness, quick response, fast action. It will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.
- 2. Frequent Change**
The job requires a comfort level with "juggling many balls in the air at the same time!" It will be asked to leave several tasks unfinished, and easily move on to new tasks with little or no notice.
- 3. Versatility**
The job calls for a high level of optimism and a "can do" orientation. It will require multiple talents and a willingness to adapt them to changing assignments as required.

Now that we have a clear picture of what the Production Manager job looks like, I would like to ask you this...

- If you are the Production Manager, do you have these critical success factors mastered? If not, what's your plan to develop them?
- If you are a company, how are you currently measuring the talent in your Production Department today?
- Do they have the named attributes, motivators and behaviors?
- If so, great! You are ahead of the competition!
- If not, how will you develop them or better yet, select talent that already has it?

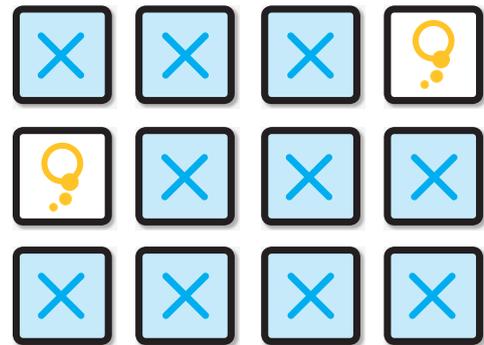
Here are a few suggestions to get you started: If you want to know for sure, then run a Talent Assessment on yourself or your staff. Then match the results to the benchmark of the Production Manager job in this article.

Better yet you can run your own customized benchmark for your unique organization and culture.

© Copyright, Well-Run Concepts, Inc.

Well-Run Concepts Job Matching and Developing Top Talent!

Job Matching is NOT a game!



About the Author

Jennifer C. Zamecki is the Founder and President of Well-Run Concepts, a Human Resource Consulting Firm, founded in 1997.

"Job Matching & Developing Top Talent"

www.Well-Run.com