

Managing the team you have
not the team you wish you had

PMI Development Day

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Component Development and Launch

Project and team assigned by VP
of Design Engineering



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Tasks - Outcomes

Design the Product

Customer Interaction & Approval

Manufacturing Equipment Procure & Build

Quality Documents

Supplier Development

Standard Operating Procedures (SOP)

Assessment of Staff

Reviewed experience of staff members with previous managers

Informal discussion with individual team members

Tell me of a time when you were excited, involved and most proud of a job assignment?

- SKAs; motivations; values

Team Members

Development Manager – Bobby

Sr. Manufacturing Engineer – Dave

Principle Design Engineer – Mike

Design Engineer – Matt

Engineering Technician – Steve

Lead Operator – Jean

Group Exercise

What assessments would you do?

Who would you align with which Knowledge,
Skills and Abilities?

Refer to Handout – Project Team Competencies

Bobby – Development Manager

15 years Manufacturing Experience

Engineering Degree

Relatively young to others on team

Able to put disparate pieces in place, ordered & configured

Dave – Sr. Manufacturing Engineer

35 years of manufacturing experience

Manager role in past

“I’ve seen it all before and you young guys just do not know”

Mike – Principle Engineer

20 years of experience

Advanced degrees – Engineering and
Mathematics

Strong Analytical Skills

Expertise in statistics

Matt – Design Engineer

Young – early to mid twenties

Mechanical Engineer

2 - 3 years out of University

Eager to learn

Steve – Engineering Technician

No formal degree

15 – 20 years of work experience

Get hands dirty

Works with prototype build orders

Good understanding of Quality

Jean – Lead Operator

Production background

Able to build prototype parts

Good communication skills – peace maker
avoids conflict

Only woman on team