



What occurs during a symfini™ analysis

Uncover your organization's MOS

Working closely with your team, we'll determine the strengths and weaknesses of your existing Management Operating System, your supervisory staff's skills and behaviors, as well as any process or operational problems that exist.

The Powers Company will work with primarily your Managers and Supervisors. These individuals are not removed from their normal working environment. Rather, our assessment team will spend time with them as they go about their normal daily activities. The objective is to determine their effectiveness and the efficiency of your current Management Operating System.

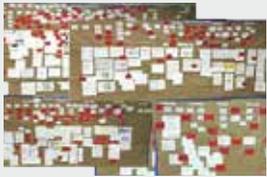


The first step in this process is to understand the business environment as it currently exists.

We accomplish this by looking at seven key elements, with an emphasis on the front line supervisors and managers:

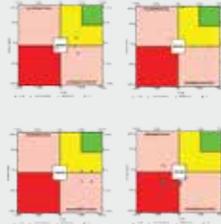
- 1. Front Line Maintenance Supervisor Effectiveness:**
We will spend a "day-in-the-life-of" your managers and supervisors on all shifts to learn the business from their perspective, to identify how they spend their day and allocate their time, and how they identify, quantify and solve the operating problems that exist in their areas.
- 2. Maintenance and Operational Management Systems:**
We will assess the accuracy and timeliness of the information used to schedule and coordinate activities; the existing tools and how well they are utilized; the Managers' ability to balance resources relative to requirements; whether you are operating the work center at "Full Capacity"; and the capabilities and utilization of your current information systems as well as how they interface with your Management Operating System.
- 3. Awareness of Concepts of Effective Supervision:**
We will evaluate their understanding of employees' assignments and activities; their grasp of employees' roles and responsibilities; and quality of their own proactive communication and follow-up.
- 4. Correlation of Priority Agreement:**
We will identify if supervisors and managers share top management's assessment of the company's goals and strategies.
- 5. Labor Utilization & Performance:**
We will assess the organizations' current levels of productivity, utilization and quality based on the current level of operating problems.
- 6. Best Practices:**
We will identify your company's best-demonstrated practices and processes, and how might they be documented and implemented in all areas.
- 7. Compliance to Existing Maintenance Systems:**
We will assess what is the current level of compliance to existing company processes, procedures and systems.

Do you have a grasp on your organization's MOS strengths and weaknesses? Take our self-assessment to find out.



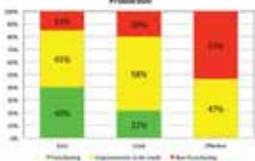
As Is MOS Mapped

Have you identified all of the pain points and/or improvement opportunities existing in your current processes? Are activities in motion to optimize your processes?



Goal & Strategy Alignment Analyzed

Do all of your employees know and execute upon the overall business strategy for your organization on a daily basis?



MOS Assessments

Does your front-line supervision have, and use, the tools and behaviors that are necessary to actively manage your business?



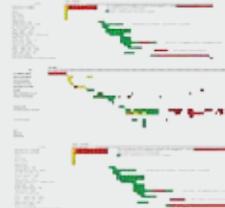
MOS Utilization

Are your employees using the systems and tools you provided for them?



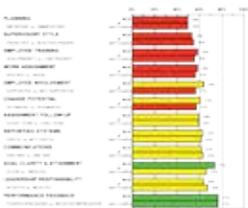
Quality Assessment Summary

How much rework does your organization engage in on a daily basis? Are your customers satisfied with every order?



Change-Over Assessment Summary

Do you know how much time is spent on changeovers on an hourly/daily basis?



Supervisory Opinion Surveys

Are your front-line supervisors and manager able to identify issues as they happen, and, more importantly, articulate why they occur, when they were first notified of the issue, the actions they took, the results, and the root cause so that the problem won't repeat?