NO ORGANIZATION HAS EVER OUTPERFORMED THEIR LEADERSHIP TEAM

IMPERIAL BRANDS

CHAPTER 0

IMPERIAL BRANDS

ALIBEK MELIS

DIANA SOKHRANOVA

EDUCATION:

International economics, Translation, IFA certification, International Law, Lean Six Sigma Green Belt

EXPERIENCE:

More than 39 years in different industries

INDUSTRIES:

Medicine, Metallurgy, Oil and energy supply, Agriculture, Dairy, Education, Law Consulting, IT, Cigarettes production

COUNTRIES:

Kyrgyzstan, Ukraine, Poland, Macedonia, France, Russia

Mikhail aka Misha

Age:	51
Role:	Primary manager
In ITG since	1998
Family:	Married, 2 children
Hobby:	Farming

Motto:

«Put yourself in the shoes of the person to whom you want to speak to»

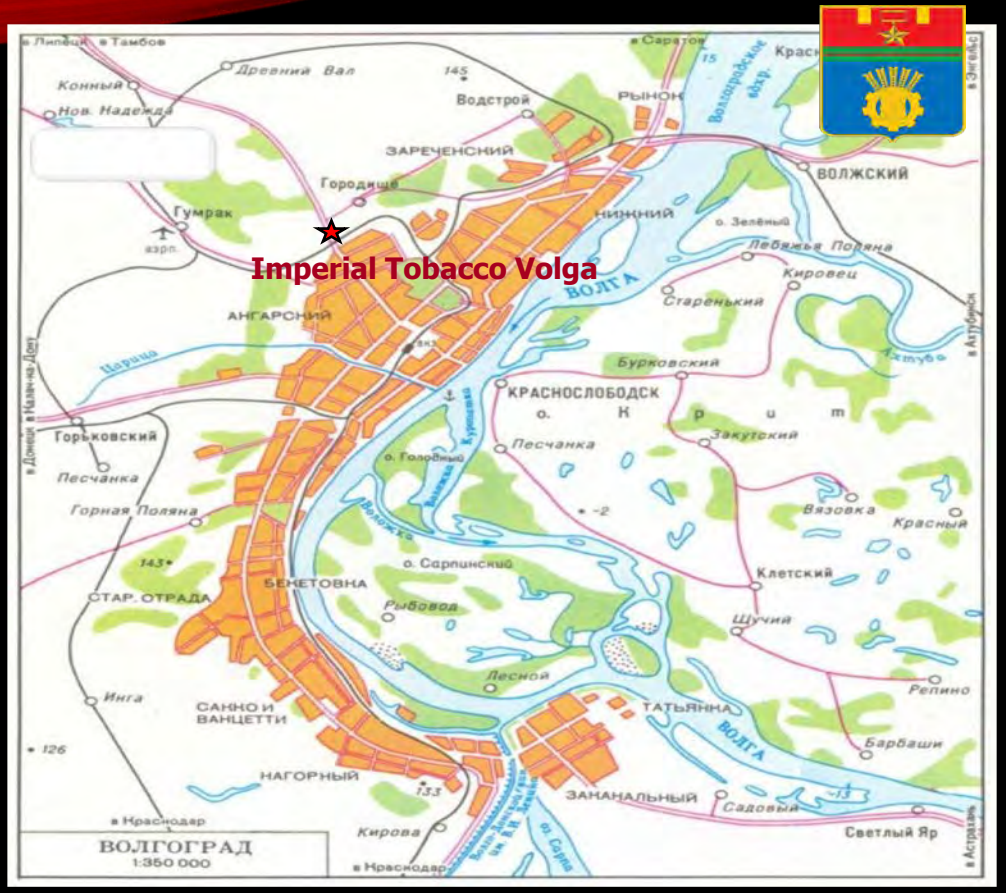
Eldar aka Eldar

Age:	53
Role:	MBU team captain
In ITG since	1998
Family:	Married, 1 boy
Hobby:	Fishing

Motto:
«If in doubt – don't»

IMPERIAL
BRANDS
STOLICHNAYA
RUSSIAN VODKA
WORK HARDER
COMRADE

Volgograd


Imperial Tobacco Volga
ВОЛГОГРАД
1:350 000
ВОЛЖСКИЙ
ЗАРЕЧЕНСКИЙ
АНГАРСКИЙ
ГОРЬКОВСКИЙ
КРАСНОСЛОБОДСК
ТАТЬЯНКА
ЗАНАВАЛЬНЫЙ
НАГОРНЫЙ
СТАР. ОТРАДА
БЕКЕТОВКА
САННО И ВАНЦЕТТИ
ВОЛГА

Volgograd is famous for...
… Cold winters...

IMPERIAL BRANDS

Volgograd is famous for...
... And really hot summers...

IMPERIAL BRANDS

Volgograd is famous for...
... The Fog...

IMPERIAL BRANDS

Volgograd is famous for...
... The Fog...

IMPERIAL BRANDS

Volgograd is famous for...
... The Fog...

IMPERIAL BRANDS

Volgograd is famous for...
... It's beautiful roads...

IMPERIAL BRANDS

Volgograd is famous for...
... It's beautiful roads...

CHAPTER 1 FACTORY

IMPERIAL BRANDS

IMPERIAL TOBACCO VOLGA

WORK WITH PRIDE

SECURING OUR FUTURE

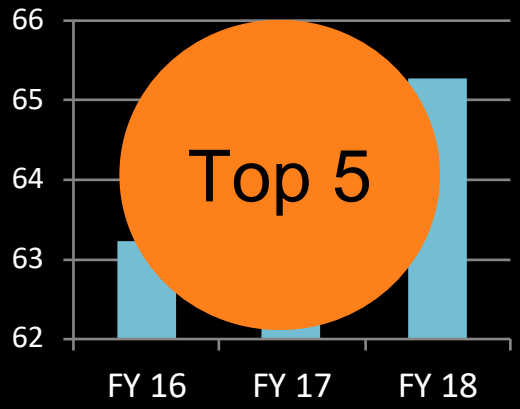
Lean: Organic growth of the factory

Volgograd Factory

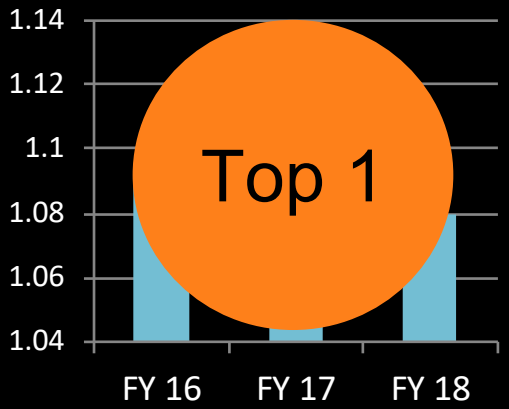
Volgograd Factory Performance

IMPERIAL BRANDS

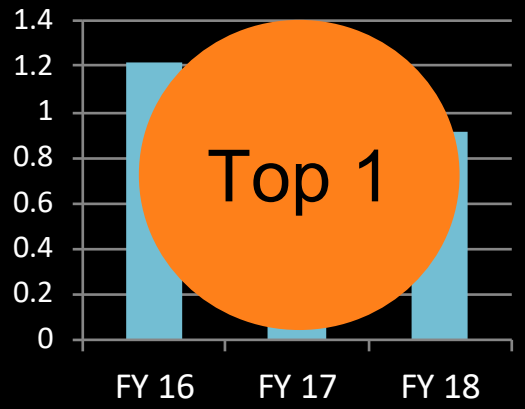
OEE Gross



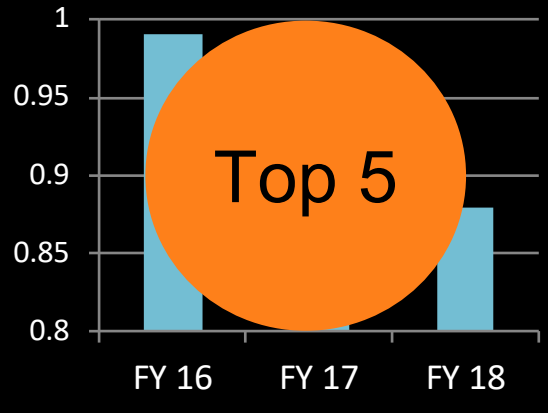
Quality Index



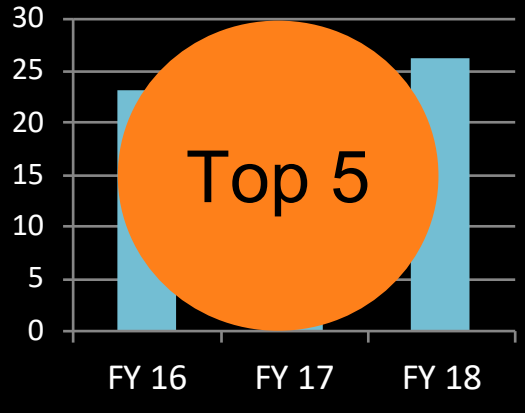
NTM Waste rete

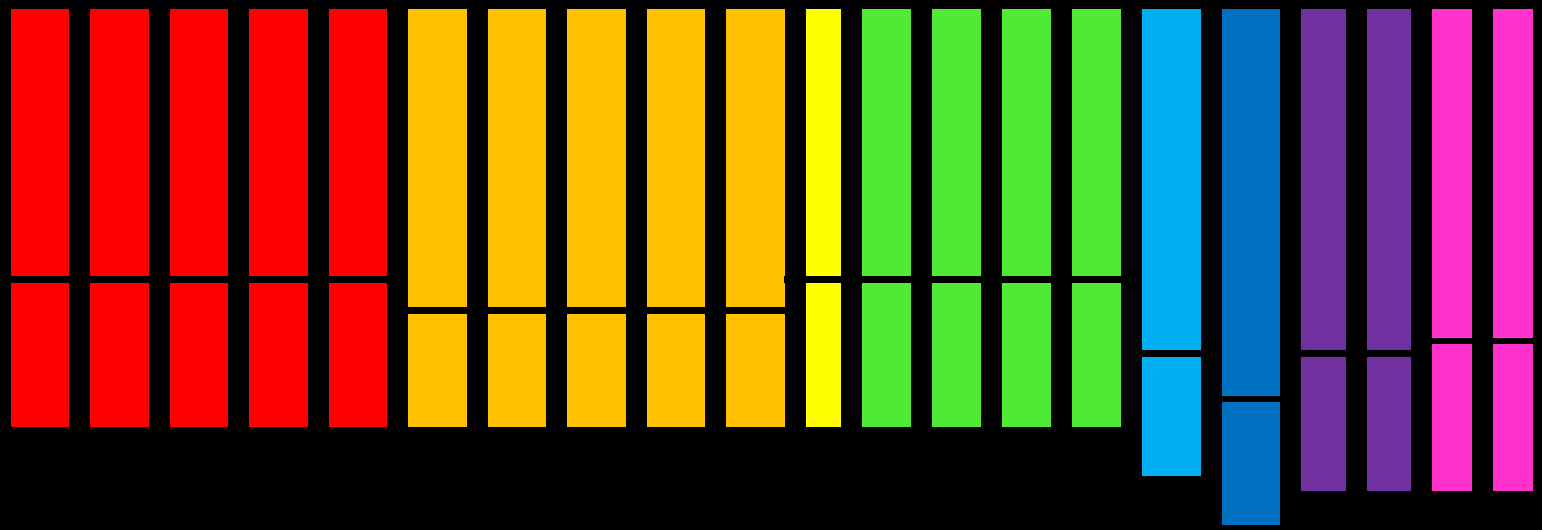


Conversion cost



Productivity





Imperial Tobacco Volga

NTM losses reduction practices handbook

NTM losses reduction practices handbook

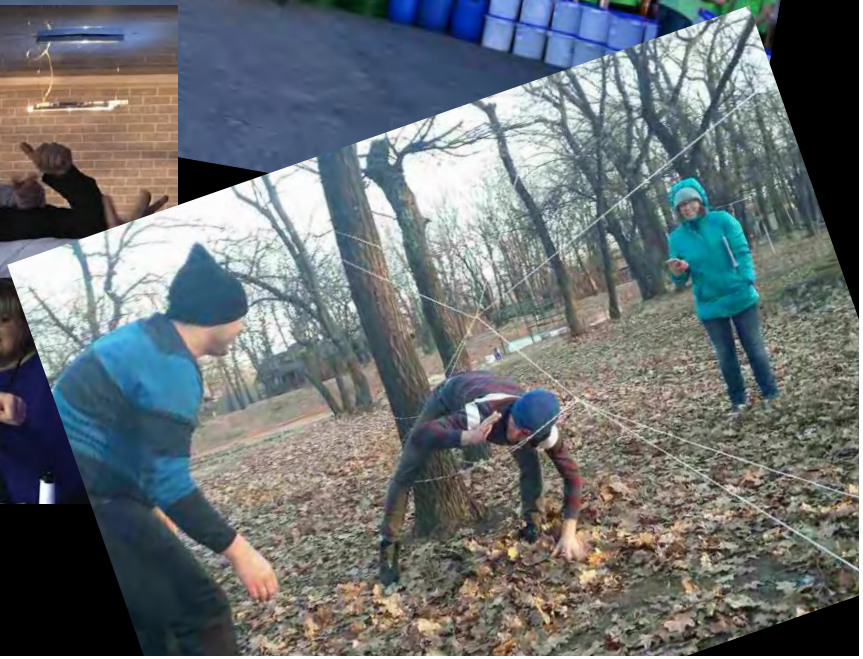
IMPERIAL BRANDS

NTM losses reduction practices handbook: Authors

IMPERIAL BRANDS

Volgograd Factory

IMPERIAL BRANDS

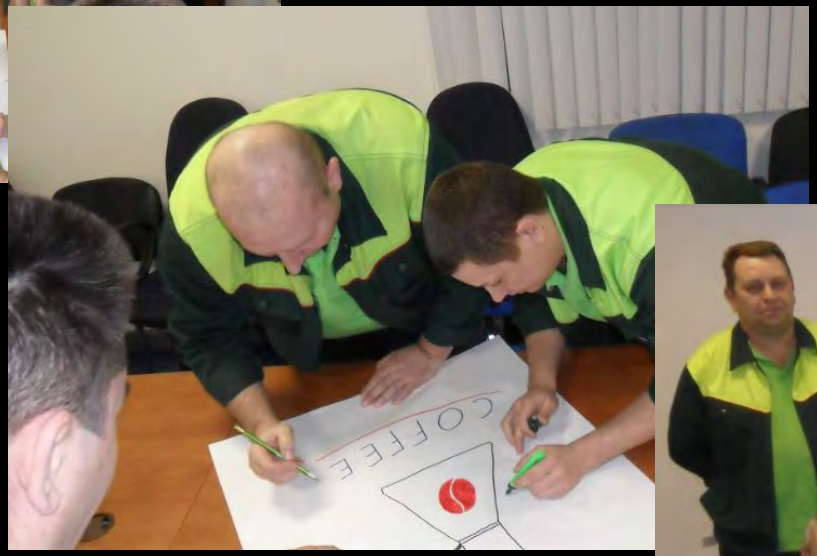


CHAPTER II – BEGINNING OF THE WAY

IMPERIAL BRANDS

Hamburg meeting

Coffee shop exercise



Real Coffee Shop

IMPERIAL BRANDS

Eldar

IMPERIAL BRANDS

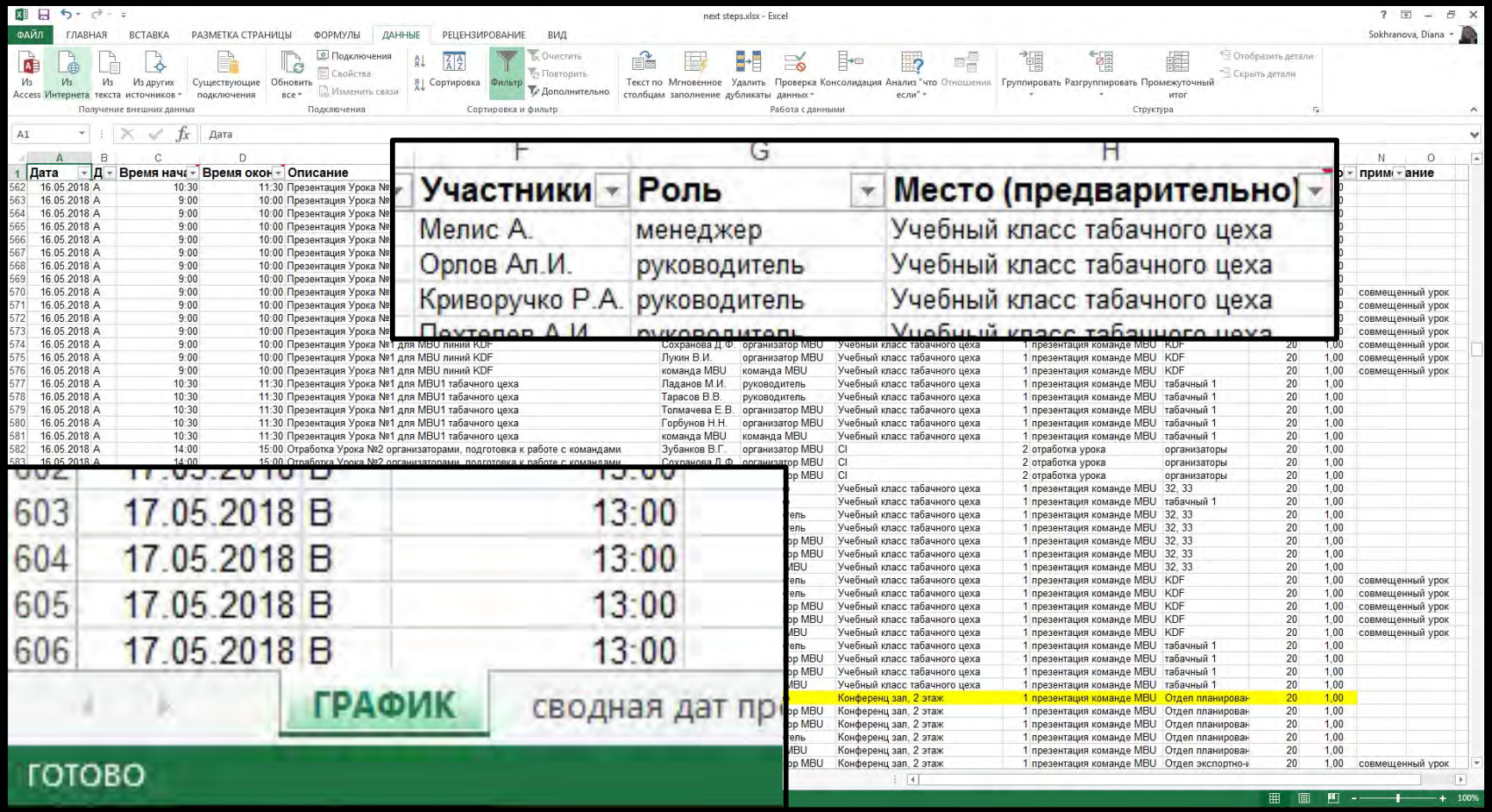
Misha

IMPERIAL BRANDS

CHAPTER III – INSTALLATION

IMPERIAL BRANDS

Make the plan. And just follow it!



Leadership as it is

IMPERIAL BRANDS

Misha at the Installation phase

IMPERIAL BRANDS

Eldar at the Installation phase

CHAPTER IV – ROLL OUT

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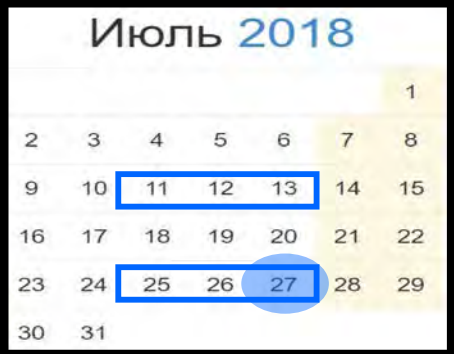
L3 leads by example

IMPERIAL BRANDS

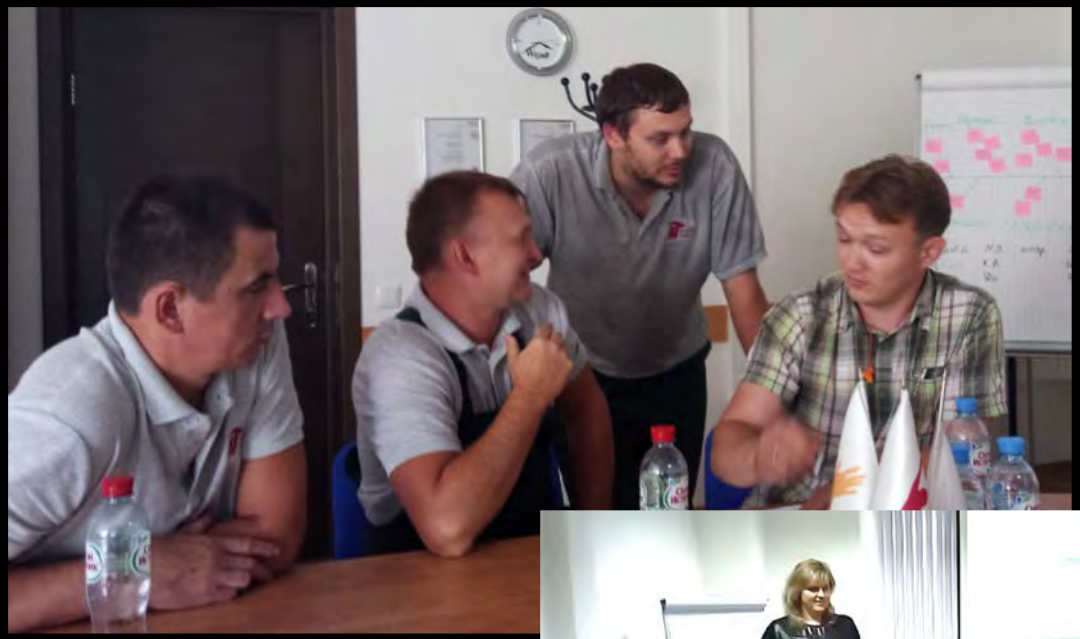
Leadership Routines

IMPERIAL BRANDS



Leadership Routines

IMPERIAL BRANDS



Leadership Routines

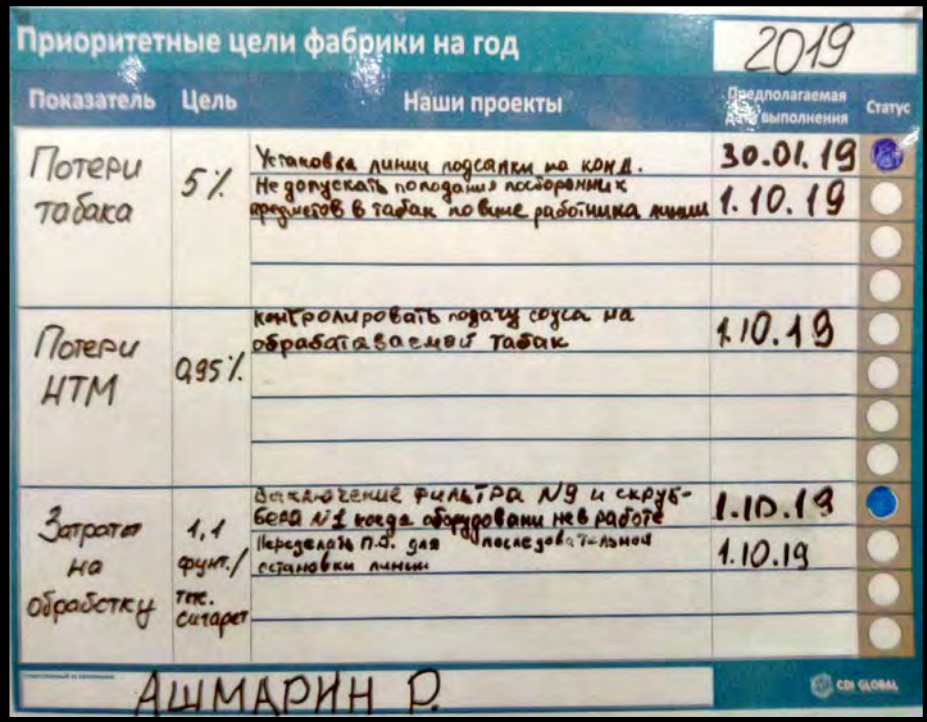
Leadership Routines

IMPERIAL BRANDS

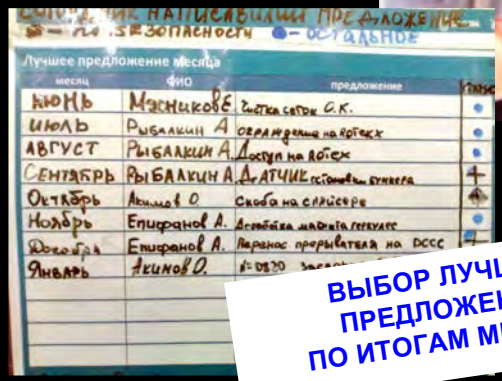
Leadership Routines

IMPERIAL BRANDS

Leadership Routines



Leadership Routines


Лучшее предложение месяца

месяц	ФИО	предложение
Июнь	Мясников	
Июль	Рыбалкин А.	
Август	Рыбалкин А.	
Сентябрь	Рыбалкин А.	
Октябрь	Акимов О.	
Ноябрь	Епифанов А.	
Декабрь	Епифанов А.	
Январь	Акимов О.	

ВЫБОР ЛУЧШИХ ПРЕДЛОЖЕНИЙ ПО ИТОГАМ МЕСЯЦА

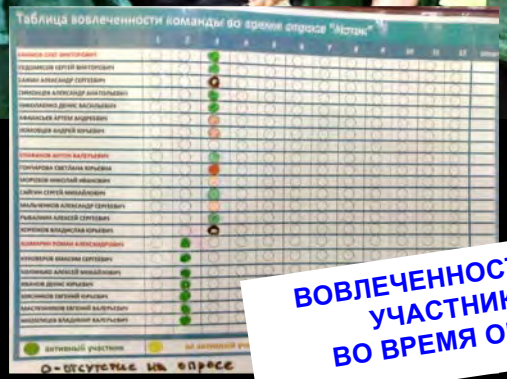


Таблица вовлеченности команды во время опроса "Исток"

ВОВЛЕЧЕННОСТЬ ВСЕХ УЧАСТНИКОВ ВО ВРЕМЯ ОПРОСА

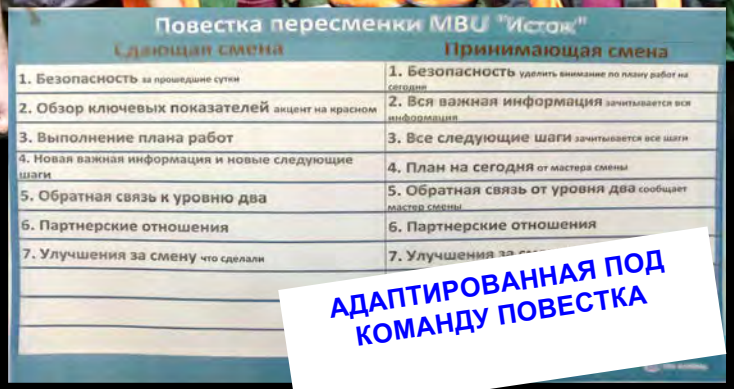
Таблица учета NEAR-MISS связанных с:

Эксплуатацией погрузчиков	0	0				0	0	0	2	1	0	0	3
Использованием средств индивидуальной защиты	0	0				0	0	0	0	0	0	0	0
Загромождением пожарных выходов	0	0				0	0	0	0	0	0	1	1
Блокировками оборудования	0	0				0	0	0	0	0	0	0	0
Складир-е поддонов с табаком без перекладки	0	0				0	0	0	0	0	0	0	0
Штабелирование коробов	0	1				0	0	0	0	0	0	0	0
Тележка безопас	0	0											

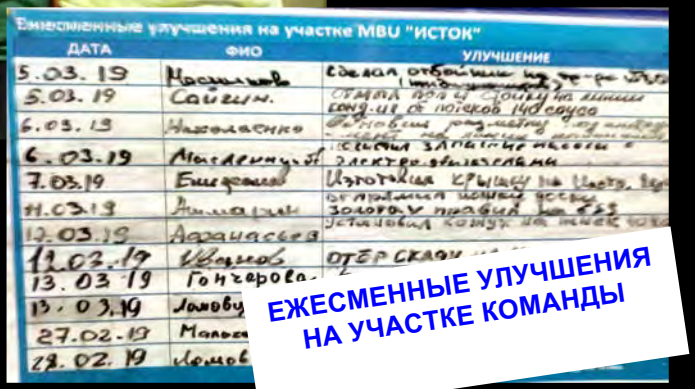
УЧЁТ NEAR MISS НА УЧАСТКАХ КОМАНДЫ

Leadership Routines

ДЛЯ ВСЕЙ КОМАНДЫ
РАЗВИТИЕ НАВЫКОВ
РАБОТЫ



АДАПТИРОВАННАЯ ПОД
КОМАНДУ ПОВЕСТКА



ЕЖЕСМЕННЫЕ УЛУЧШЕНИЯ
НА УЧАСТКЕ КОМАНДЫ

Misha in the Roll-out phase

Eldar in the Roll-out phase

Serious picture

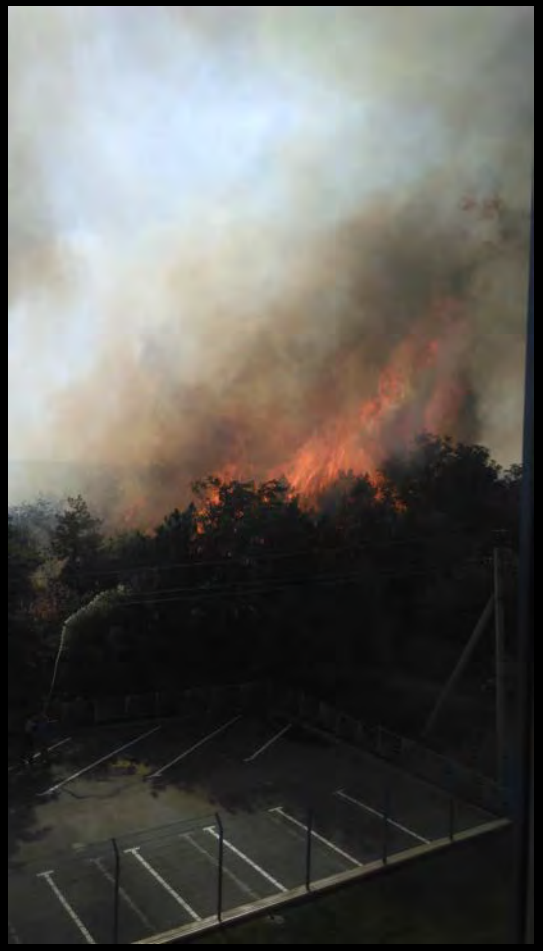
IMPERIAL BRANDS

Team picture

EPILOGUE

IMPERIAL BRANDS

Fire



Fire

Fire

FIN

IMPERIAL BRANDS