

XLSS: Champion

Defines, designs and implements continuous improvement programs/projects to ensure efforts are integrated vertically and horizontally across organization. Defines improvement projects aligned with business strategies. Analyzes improvement programs and potential results. Facilitates and coaches improvement teams. Establishes and maintains performance metrics to measure program success. Installs process excellence supports for program governance, project reviews, communications, training, certifications and rewards. May have Six Sigma certification. Oversees and manages the operational aspects of ongoing projects and serves as liaison between project management and planning, project team, and line management. Reviews status of projects; manages schedules and prepares status reports. Assesses project issues and develops resolutions to meet productivity, quality, and client-satisfaction goals and objectives. Develops mechanisms for monitoring project progress and for intervention and problem solving with project managers, line managers, and clients.

Knowledge/Function/Scope

Manages solutions to problems at the Division Level. Considers the strategic impact of challenges and ongoing projects. Utilizes diagnostic techniques to identify high value project opportunities and prioritize projects with Division senior management. Deploys Black Belts and manages multiple Black Belt improvement projects to achieve results. As required, directly leads select improvement projects. Documents and shares best practices with other Divisions. Success in this position can lead to promotion to key senior management positions and may lead to future general management responsibility. New champions will receive a minimum of 10 weeks of in-depth training focused on XLSS Infrastructure, Lean Production, Product Development, Conducting Diagnostics, and Six Sigma Problem Solving.

Work Performed/Problem Solving

Utilizes diagnostic techniques to identify high value project opportunities and prioritize projects with Division senior management. Manages solutions to problems at the Division Level. Considers the strategic impact of challenges and ongoing process improvements that are frequently unique and solutions may serve as precedent for future decisions.

Discretion/Latitude

Responsible for overall Lean Six Sigma implementation and continuous process improvement within the Division, reporting to the Division Operations Vice President. Deploys Black Belts and manages multiple Black Belt improvement projects to achieve results. Effectively communicates with Strategic Planning, Marketing, Operations, and Engineering to establish XLSS requirements related to individual products and services. The requirements should focus on customer needs, and the associated functionality, reliability, salability and value of the product. Ensures that XLSS considerations are properly addressed as early as possible in the design/development phase.

Impact

This position has significant impact on the success of the entire Division. Activities managed will improve the Division's ability to meet customer expectations, improve quality, reduce cycle times and reduce cost. Decisions affect the financial, employee, or public relations posture of the organization. Erroneous decisions or recommendations would normally result in failure to achieve goals critical to the major objectives of the organization.

Liaison

Serves as prime XLSS consultant and external spokesperson for the organization on highly significant matters relating to policies, programs, capabilities, and long-range XLSS goals and objectives.

Education and Experience

10+ years of professional level experience with prior supervisory or management responsibility. Solid project management and team leadership skills. Knowledge of all the engineering disciplines, and a working knowledge of statistical analysis. Ability to lead and direct a change process. Must be a results orientated "change agent" who is an effective business systems thinker. Ability to communicate with all levels to maintain relationships and cooperation in

pursuing the Division's goals. Must be able to influence, negotiate, and resolve conflicts to reach consensus around common goals. Complete understanding of continuous improvement, project gating, resource allocation, quality and financial principles and the ability to apply them to analyze the planned activities.