Building High Productive and Cohesive PM Team

By: Jennifer Ouyang

May 01, 2017

Highlights

- Vision and mission of PM Team
- Review team competence
- Strategies
- KPI
- 300 day Work Plan
- 4C and 3P approach
- Leadership to success
- Open Discussion

Vision of PM Team

PM Team Culture: Professional, Confident, Competent, Cohesive and Growing

- **Preventative Maintenance Management**

  - **Reach Level 5 – Expert Maintenance Maturity**
  - **Advance Process-Based work management**
  - **Fully implement Planning and Scheduling**

- **Energy Management**

  - **Leading World- Class Energy Management & Carbon Reduction Best Practices**
  - **Develop Robust Energy Performance Measurement**

- **Growing Function**

  - **Being Hub of professional data collection, analysis and system (CMMS)**
  - **Develop safe, sustainable, reliable PM and Energy Management System**

Mission of PM Team

- **Preventative Maintenance Management**

  - **Develop Work Management Business Process**
  - **Standardize PM strategies**
  - **Optimize PM and Promote value-added PM**
  - **Cost/benefit analysis**
  - **Set up PM KPI and Report**

- **Energy Management**

  - **Develop Department Energy and Carbon Reduction Plan**
  - **Develop roadmap and programs to implement plan**
  - **Set up EM KPI and Report**

- **Growing Management**

  - **Risk–based Asset Lifecycle analysis**
  - **Predictive maintenance strategies and application**
  - **Reliability Center Maintenance**

Overview of Team Competence

- Now

Technical

- CMMS Knowledge (strong)
- Details Oriented (strong)
- Equipment Knowledge (understanding)
- Process (understanding)
- Ability to analysis (developing)
- Connection to Best Practices (developing)
- PM, AM and EM (Non exposure)

People

- Passion, Collaboration , Character (strong)
- Personality (diverse)
- Competent and Commitment (medium)
- Strategic thinking (developing)
- Confidence and Communication (developing)
- Self esteem (developing)

Overview of Team Competence

- Coming soon: Promote growing for everybody

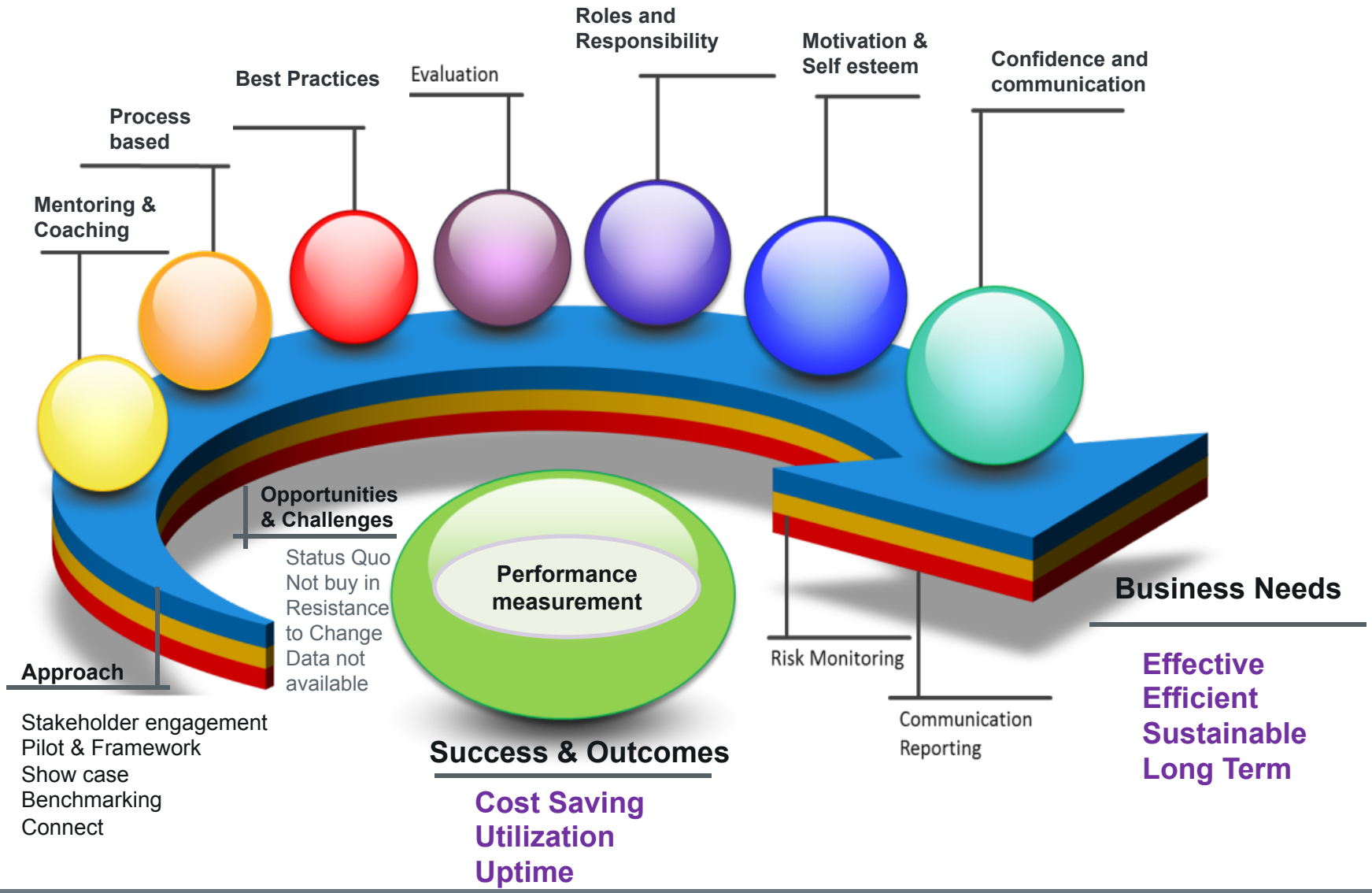
Enhance Technical by mentoring, training (internal, external, and self learning)

- Enhance Equipment Knowledge (professional)
- Enhance Process (professional)
- Ability to analysis (professional)
- Connection to Best Practices (professional)
- PM, AM and EM (exposure to projects)

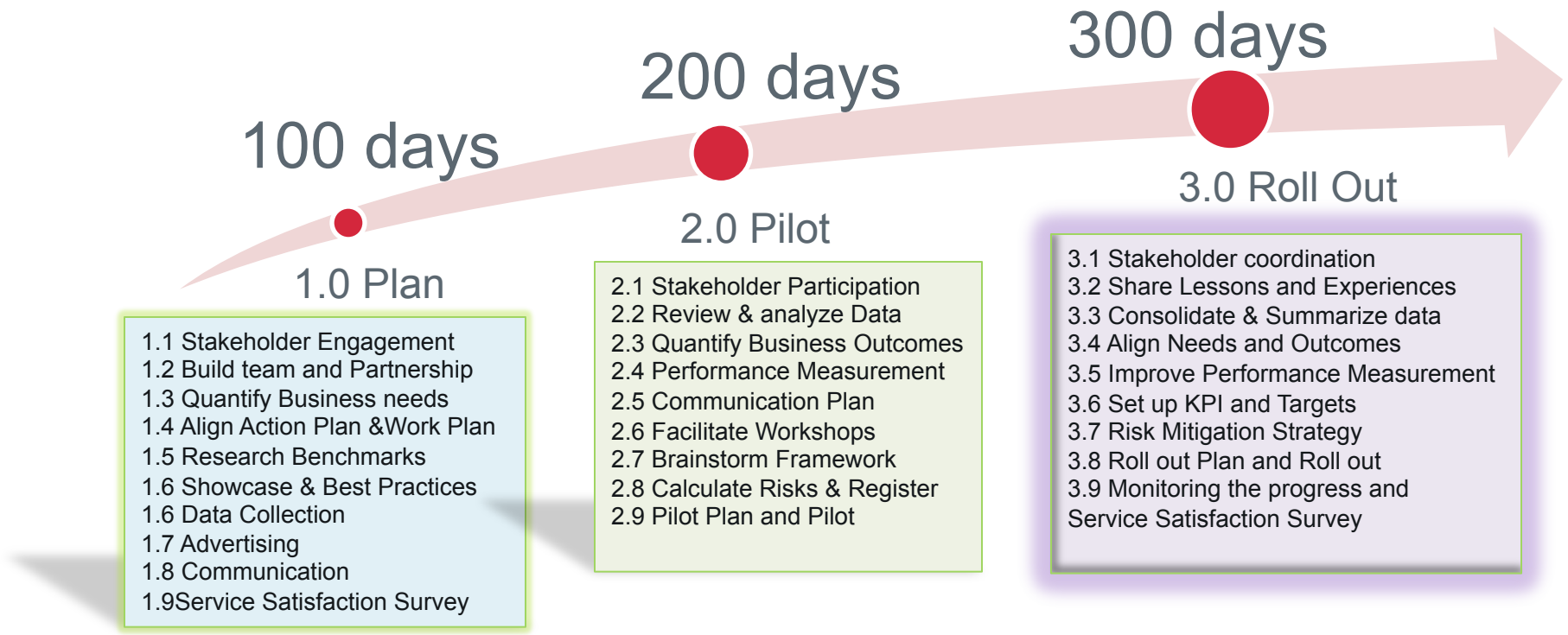
Cohesive People by coaching, demonstration and motivation. Develop

- Strategic thinking (developing)
- Confidence and Communication (developing)
- Self esteem (developing)

Building Strategies



300 day Work Plan



Quick Win

- ✓**Strengthen Relationship**
- ✓**Know where we are**

Quick Win

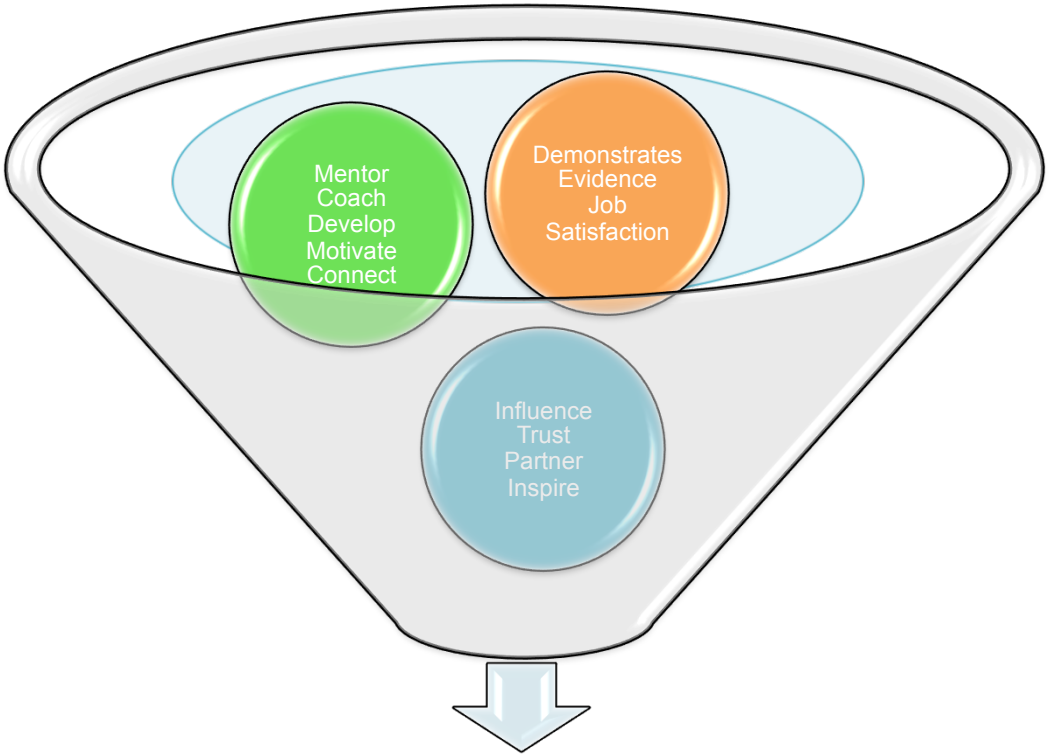
- ✓**Build confidence**
- ✓**Know where we go**

Quick Win

- ✓**Win the trust**
- ✓**Know where we arrive**

4C and 3P Approach

Leadership to Success



Leadership to success

Open Discussion