STRATEGY DEPLOYMENT MATRIX

Company ABC

The Strategy Deployment Matrix is a comprehensive tool to show the relationship between our Goals , Performance Measures, Conditions Needed and Events and Activities.

Need to be determined

Secondary Linkage

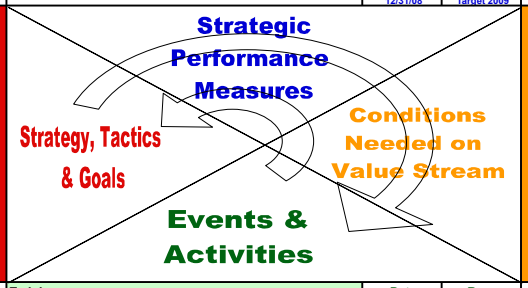
Total Company Performance Measures			Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Safety, Lost Time Accidents	0	0	0	0										
Team Member Turnover	1.1%	2%	0.0%	1.1%										
Training Hours per team member per year	?	20												
Accounts Receivable turns, days	38	34	42.0	43.0										
Inventory Turns, Finished Goods, days in inventory	49.8	50	76.0	72.0										
Inventoy Turns, Raw Materials, days in inventory	46.7	40	70	79										
On-time Delivery	?	95%												
Quality	?	98%												
Sales per team member (annualized), $000's	$243	$256	158	154										
	12/31/08	Target 2009												

Develop a system to acquire, train and motivate team members to support a continuous improvement culture

Develop a business system to drive continuous improvement and reduce waste

Customer satisfaction is measured and monitored and used to drive improvement

Anchor Paint will be dedicated to internal and external customer service



Solvent Plant Value Stream	All team members trained in waste identification and process improvement	Lower cost of raw materials	More accurate inventory management	Reduce number of raw material items	Reduce number of products/product lines	Implemented order entry system	Pull system for Finished Goods	Reduce dock-to-dock time	Increased productivity, reduced waste	Reduce downtime, improve O.E.E	Reduce iterations in tinting	Standardized work along value stream, (tinting)	Performance measurement system in place	Pull system for raw materials	Eliminated bottleneck at Tinting	5-S and visual factory conditions throughout	Water Plant Value Stream	Office Value Stream	Lab Value Stream

COLOR KEY

- Statements in RED are strategies, tactics and goals
- Statements in BLUE are the Strategic Performance Measures
- Statements in ORANGE are the value streams and the conditions needed to affect the Strategic Measures
- Statements in GREEN are Events and Activites designed to create the conditions needed on the Value Stream

Timeline

Scheduled Event / Event in Progress

Completed Event

Training	Date	Resp	1/5	1/12	1/19	1/26	2/2	2/9	2/16	2/23	3/2	3/9	3/16	3/23	3/30	4/6	4/13	4/20	4/27
Lean 101 Basic Training	Various	ISI																	
Lean Office Basic Training		ISI																	
Value Stream Mapping workshop	Oct. 2008	ISI																	
5-S Workshop	Dec. 2008	ISI																	
Pull System Workshop	Feb. 2009	ISI																	
Targeted Events																			
G2G event: Pull system for Finished Goods	2/23	JM																	
G2G event: Continuous flow at Tinting	Mar-23, Apr.13	Bob																	
G2G event: Pull System for Raw Materials	Apr. 09?																		
G2G event: waste reduction for raw material usage	?	Bob																	
G2G event: Standard work on value stream	?																		
Continuous Improvement Activity																			
Plan for Every Part, Finished Goods	Oct-Jan	JM																	
Formula change to use guild products	?	L3																	
Optimize customer requirements	?	CT																	
OEE Study (Overall Equipment Effectiveness)	?	JM																	
Tint operation variable study	Jan/Feb	L3																	
Systems Development																			
Programming PFM to implement Transfer Order	Nov/Mar	RM/RK																	
Order entry process training		JM																	
Strategic Alignment Review																			
Strategic Alignment Review, #1	Mar. 9																		
Strategic Alignement Review, #2	Jun-09																		