

Newsletter

No. 01

September 2007

For ideas, suggestions or comments, please come and see us at Industrial Dept. or Give us a call:

Ext. 4351



Foreword from the Master Coach



What a fantastic achievement!

We are hardly 4 months into the "Mission Directed Work Teams" or MDWT and already we have great progress; 23 teams in action and good feedback during the coaching reviews both at the levels 1 and 2. This demonstrates once again the high spirit of the "Cabuyao Lighthouse" team and the desire of everybody to actively participate on our road to success.

MDWT is our structured approach to support SINAG+, CDM, COACH and several other initiatives and will be the platform of our "Lighthouse" factory. It is therefore very encouraging, that the

successes of several teams are already visible in some of our factory results. Our manufacturing losses are showing improvements in all manufacturing areas and we achieved a positive usage variance for the last two months in a row. Our challenge is to sustain these initiatives and further improve in our overall results.

So where are our challenges to implement the Mission Directed Work Teams?

First, we need to avoid, that MDWT is short lived or seen as "Ningas Cogon" and we all have to make an effort to sustain and keep everyone involved and empowered. This can only happen, if we continuously challenge ourselves and seek for new opportunities to improve. MDWT is a dynamic concept. It creates a stronger culture of continuous improvement, where we look everyday how to do better. To have "red" on the score card is not a miss, but rather an opportunity for improvement, where everybody in the MBU can give his/her idea's and efforts to have an impact.

In the second place, and equally important: MDWT is not a competition between teams, MBU's or departments. We should help each other to improve our KPI's and do well in the coaching reviews. The more we practice to improve our customer-supplier relationships, have coaches and kaizen facilitators participate in others department teams, the more we will work as a team and achieve our objectives together.



Supporting Cabuyao Factory towards lighthouse status

What is MDWT ?

The Mission Directed Work Teams (MDWT) program aims to

- establish business focus, goal alignment & visual management of the company's vision & values
- thru active participation and involvement of teams or Mini-Business Units (MBUs) composed of shop-floor employees who
- manage their respective objectives that are aligned with the factory and corporate Goals

"Strategic Initiatives at Nestlé to Accelerate Growth"

MDWT complements SINAG+ by providing the platform to engage and empower ALL Nestle employees



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What is a Mini-Business Unit or MBU?

- a team or group of teams in **Production** which produces semi-finished or finished goods;
- usually made up of 3 teams (1st shift, 2nd shift and 3rd shift) covering 1 or more lines that share a common set of goals or objectives

MBU in the Spotlight!

The very 1st MBU in CF:
Machete - "Machine Experts Team"
from LD/RTD, composed of



Team1: The Purpose Driven (PUD) Team



I believe that MDWT program is for all the people in the organization, empowering and encouraging each and everyone to be involved and develop that mindset of pro-actively embracing changes and challenges that would lead to achieving our goals beyond.

It harmoniously fits with our desire of having a culture that believes in the concept of respecting the ability of each employee, in whatever position, contributing something to his or her job besides physical effort, encouraging them to use their creative abilities and their knowledge about their jobs, making them committed and actively involved in achieving a satisfied workforce that would inspire everyone to make the best products and give the best service.



Bong
LD/RTD Coach

**Let's all support MDWT and make our mission a reality!
Let's aspire for excellence and show the big difference!**

Team2: The Transporters Team



Team3: The Frontliners Team

- In our next issue -

What is our Vision, Mission and Values, new teams on the spotlight and more...