

Industry 4.0 requires Leadership greater than 1.0

Innovative leadership is essential for empowering companies to profit from digitization chances for high productivity processes.



Providing orientation and decision-making support by leadership

Digitization of production processes is generating impressive efficiency raises and productivity gains – at least that is what the brave new world of Industry 4.0 promises. Essential drivers of this positive development are Big Data Mining and Big Data Analytics. With these powerful tools, decision makers gain full transparency of a company's production performance. They can also use the opportunities offered by networked value creation chains and manage their company with maximum efficiency. So much for theory.

However, what about the employees? Moreover, what about the leadership and guidance of these employees by the management? People determine the quality of value creation as long as the fully AI-operated production is still more vision than reality. High-speed digital processes are infinitely reproducible, accelerated by lean concepts and short lead times. Nevertheless, if processes are poorly designed or implemented,

their output will be the endless reproduction of poor results as well. People are responsible for both design and the implementation of processes – people need leadership. Bad leadership = bad employee performance, bad processes = bad results! The old equation is still as valid as ever in Industry 4.0.

Digitization and Big Data are quickly becoming a huge financial waste if, for example, the collected machine data are ending up as giant data cemeteries in Excel sheets on our hard drives. Ultimately, people have to make meaningful use of data. To be able to do so, they need orientation and support in decision-making – hence, leadership. Thus, tools and software for Big Data and other areas of digitization alone will not do the job. A company can solve issues and make progress only if solutions meet its individual requirements.

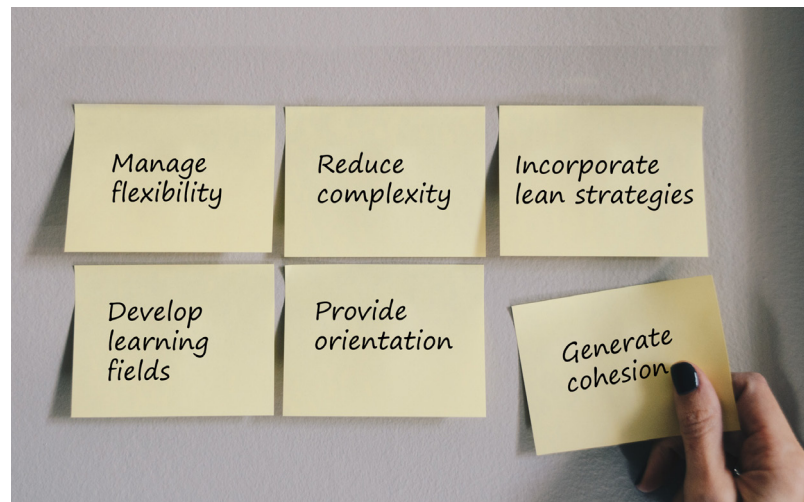
Six main principles regarding Leadership 4.0

It is a fact that some executives are losing their connection to the shop floor in between daily routines and tend to forget the basic principles behind lean processes. Simultaneously, steering systems and reporting tools used in companies become increasingly complex. Still, the call for more transparency, faster information and highly sophisticated KPIs is originating from the executive floor and echoing throughout the whole company.

Unfortunately, the leadership effort of communicating the meaning of lean processes and innovative technologies to the employees of all levels is not being made. The results are friction losses, the inefficient allocation of resources and an overall underperformance throughout the organization. This is not how companies can effectively profit from the chances of Industry 4.0.

Digitized companies require leadership more than ever. And leadership means:

1. Managing flexibility and enable each employee to meet changing requirements.
2. Reducing complexity and creating processes that represent complex requirements adequately.
3. Making basic skills and benefits of lean concepts comprehensible and graspable.
4. Initiating learning processes by challenging and encouraging employees and management to take charge of production and technology. People control systems, not vice versa.
5. Providing orientation to balance agility and structure in processes.
6. Generating cohesion for a common understanding and focus.



Company Leadership 4.0 – This will be relevant

Which potentials do the networked, data-driven processes of Industry 4.0 generate for your company? ConMoto shows you how to apply proven methods of lean management and lean production to expand your personal repertoire and thus, enable you to utilize efficiency gains the digitized production offers.

Our consultants will stringently implement lean principles in cooperation with you, both in leadership and in production on the shop floor. In this way, we create an organization that takes advantage of technical developments using them to respond to increasingly individual customer requirements.

Please contact us!

In our projects, a balanced partnership and absolute reliability are the drivers of your success

Management and Technology

Maintenance management
Maintenance 4.0 and digitization
Asset optimization and asset management
Digitization and data management
Qualification and methods

Strategy and Implementation

Production and distribution networks
Footprint, production and corporate strategy
Plant, storage and material flow concepts
Production cost optimization
Supplier and procurement management

Optimization and Efficiency Enhancement

Efficiency enhancement for production, maintenance and logistics (technology, organization, human resources)
Continuous performance management
Optimization design and process organization
Reengineering and MTM
Industry 4.0, Smart Automation



ConMoto Strategie & Realisierung GmbH
Boschetsrieder Str. 69
81379 Munich
Germany

business@conmoto.de
+49 89 78066-138
www.conmoto.de

Established in 1990, we are the management consultancy with clout when it comes to implementation.

In musical terms, "con moto" means "moved" or "with movement". We named ourselves ConMoto, because we are convinced that consulting is only successful, if it moves people to take action and results in verifiable improvements.

Our consultants have a wealth of managerial experience and adopt an entrepreneurial approach to create sustainable value enhancement for our customers. Using innovative methods and acting in a spirit of partnership, we systematically develop and implement solutions, efficiently change structures and processes and successfully motivate people.

Munich • Stuttgart • Bratislava • Charlotte • Shanghai

Inspiring solutions. **Implemented.**