

Fire the President & set company Profit records

M.B. Meek Consultants sees the most dramatic positive impact on clients when applying the Theory of Constraints (TOC) in conjunction with the Direction, Communication, and Accountability (DCA) model of establishing leadership. The combination presents a powerful change mechanism that can have an immediate and lasting impact on both morale and profitability.

During a time of change in their leadership a \$100 million plastics manufacturing company faced a dilemma - they lacked unity of direction. If you wandered through the company at that time and asked people what the goal of the organization was, you would get a different answer from each person asked. This created a variety of behaviors that kept the company from reaching its true potential.

M.B. Meek Consultants was invited to meet with the leadership teams and staff to discuss possibilities for improving the situation. The result of the discussions were the following:

The staff, from top to bottom, were invigorated at the prospect of working together to define one shared goal and a strategy that empowered each individual to contribute to achieving that goal.

M.B. Meek Consultants worked with management to identify and counsel a steering committee that would set direction, communicate that direction, and establish and implement accountability for each individual's contributions to the goal

The steering committee included one person from M.B. Meek Consultants, and a representative from each key department

This steering committee ran the company, without a President in place, for two years, continuously applying the Theory of Constraints and the principles of Direction, Communication & Accountability (DCA) to improve processes, clarify measurements, improve the culture and drive profitability upward. The company realized record throughput and profits and dramatically decreased staff turnover and inventory levels during this two-year span.

The company now has a President, who came from that steering committee, as it became necessary to empower one individual with that role. The steering committee continues to drive the organization to record profits, functioning as a team, with the President now leading that team.

This company has now developed a highly sophisticated ability to apply the TOC and continuously improve its performance. They view this ability as a critical competitive advantage in their industry.