

# Traditional to Organic Pembroke Engineering

**John Batten**



# It ain't broke

- Making money
- Gainfully employed
- Diversification
- Labour Resource
- Ability to respond.



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# The challenges

- Loss of major client.
- New businesses.
- Re-evaluate what we do.
- Never conducted a business audit.
- D.N.A. Wales Health check.



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# A few things that scared us early on.

- Labor ratio.
- H.R. function.
- Costs.
- Accounting.



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# The start...

- D.N.A. Wales.
- What approach.
- Talk to the people.
- Why that.





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# The 'How'...

- Investigation of core activities.
  - Gauged abilities.
  - Initial Group Sessions - Mindset Change
  - Organisational condition.
  - Focus groups. (Managerial / Admin and Engineering)
  - Post intervention.
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# The Lenses

- Complexity
- Connectivity
- Co-evolution
- Enabling infrastructure.
- Emergence



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# Complexity (The agents)

- Management.
- Shop-floor (Engineering)
- Administration.
- Competencies



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# Connectivity

- Functional Intelligence.
- Work acceptability
- Aggregation.



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# Co- evolution

- Harmonization
- Consideration
- Activation.



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# Enabling infrastructure.

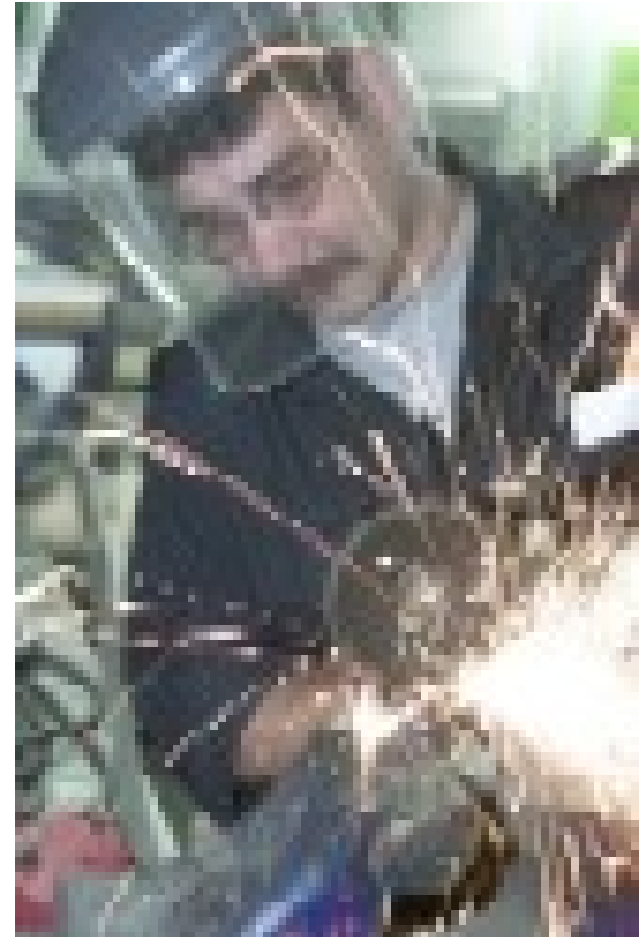
- Internal direction
- Business organisation.
- Tasks and functions
- Co-ordination



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# Emergence

- Current form.
- Knowledge.
- Deliverables.
- Re-structure



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# What we did

- Questioned segregation.
- Not joined up thinking.
- Alienation





QuickTime™ and a  
YUV420 codec decompressor  
are needed to see this picture.



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# Why we did it

- View of operations
- Communications.
- Understanding.
- Broadened.



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# Thank You....

- Questions....
- But not from my two colleagues...

