



Leadership

Asset Management Leadership

Managers keep the boat steady. They avoid change and inconsistency. Their role is to keep the business running smoothly.

Leadership is needed when the business much change in any way. Cost reduction, production increases, implementing new methods, new systems, etc., require changes to occur, some minor and some major. All intended to improve business in some way.

A leader leads or guides, is in charge or command of others. There is no need to lead, guide or be in charge if everything remains stable and unchanged. Leaders are there to rock the boat. Leadership style can have a lot to do with the results you get.

People follow the way that they are led. Reactionary leadership styles – always reacting to failures and day-to-day problems, getting deeply involved in details and micro-managing will discourage creative problem solving.

Asset Management is a field that must be managed with long term objectives in mind. Companies don't invest in assets expecting only a short term payback – they also want sustainable returns over the long haul. Managing those assets requires a long term perspective while honouring the need for a short term payback.

Successful asset management is about the co-ordinated activities of all who are in touch with the assets: designers, operators, engineers, maintainers and possibly even customers. Managing a single department like engineering or maintenance isn't enough. Shifting from a departmental focused approach to co-ordinated and cooperative approaches requires both change and leadership. That must come from the top, even if the initiatives come from the shop floor or elsewhere in the organization.

We offer support to leaders or those who will soon be challenged in leadership roles. We teach, coach and mentor over the longer term to develop skills and competency. Our leadership training includes:

- Asset management overview – a new system
- A model of excellence – integrating existing processes
- The role of culture in an organization
- Shifting people and culture
- Dealing with change management issues
- A change management guideline