

Coopers

Hand-made by the Cooper family. Est. 1862.

Gilbert Bruton

*TPM³ Coordinator
& Mainpac
Administrator*



Hand-made by the Cooper family. Est. 1862.










About Coopers Brewery

- Founded in 1862 by Thomas Cooper (152 years celebrating this year)
- Brewing and Packaging of beer, Malt Extract & Homebrew products
- Located to Regency Park, Adelaide, South Australia in 2001
- Employ approx. 140 people across 6 departments – Still do own deliveries.
- Owners of Premium Beverages
- Largest solely Australian Brewery run by family members
- 80% owner of Mr. Beer Homebrew Products



Passion, Respect, Responsibility, Consistency, Service

About Coopers Brewery







-  World leaders in Homebrew and Malt Extract Industry
-  Approx. 20% share of the SA beer market
-  About 4.8% share of the Australian beer market
-  World leaders in bottle fermented beer (Ales & Stouts)
-  Beer growth has been around 9% for the last 21 years
(Industry average is in the negative)
-  2% of all Beer – Export sales
-  25% Export Homebrew
-  Contract Packaging for Sapporo (Japanese) & Carlsberg (Danish)



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Coopers Brewery – TPM³ Journey

-  Started September 2003 – with one Team
-  Cycle 35 to begin – September 2014
-  177 Teams
-  1384 People Involved
-  Every dept in Operations been involved in a team
-  Involved Various Suppliers as required.



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The GOOD:



Kept at it for 11 years.



Consistency of purpose



Regardless of results.....



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The GOOD:

- **Commitment from Leadership**
 - SLT Team meetings
 - Mid Point & Final presentation attendance
 - Final Presentation attendees



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The GOOD:

- **Mondays are TPM³ meeting days**
 - Demonstrates commitment
 - It's part of 'what we do'
 - Resources made available
 - 3 Cycles / year locked in with Operational requirements

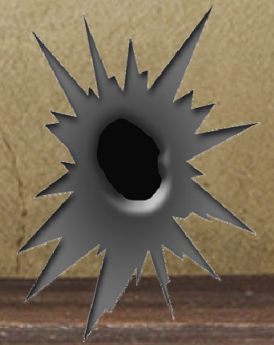


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The GOOD:

- **TPM Shout Newsletter**
 - Good Communication tool
 - Recognition
 - All staff receive copy (incl Directors)
 - TPM³ journey reported to Board of Directors



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The GOOD:

- **Resources**
 - Finances
 - Time



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The GOOD:

- **CTPM**
 - Navigation Skills
 - Coach
 - K.T.B.H!



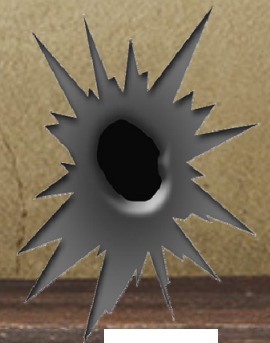
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Testing:

- If you are awake please raise your left hand now!



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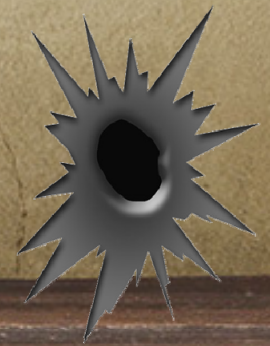


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The Bad & the Ugly:

- **Operator Involvement**
 - *A period of less Operator involvement than desired*
- **Incompletion of all Improvements**
 - *On Time*
 - *In full*

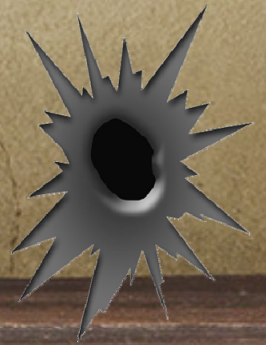


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The Bad & the Ugly:

- **KPI's**
 - Daily Production Meeting
 - *PC vs Scoreboard*
 - *Location of Noticeboards:*
 - *TPM Teams*
 - *General*

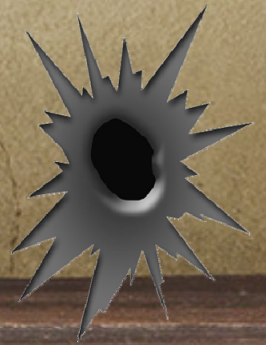


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The Bad & the Ugly:

- **Informal**
 - Mondays vs Rest of the week

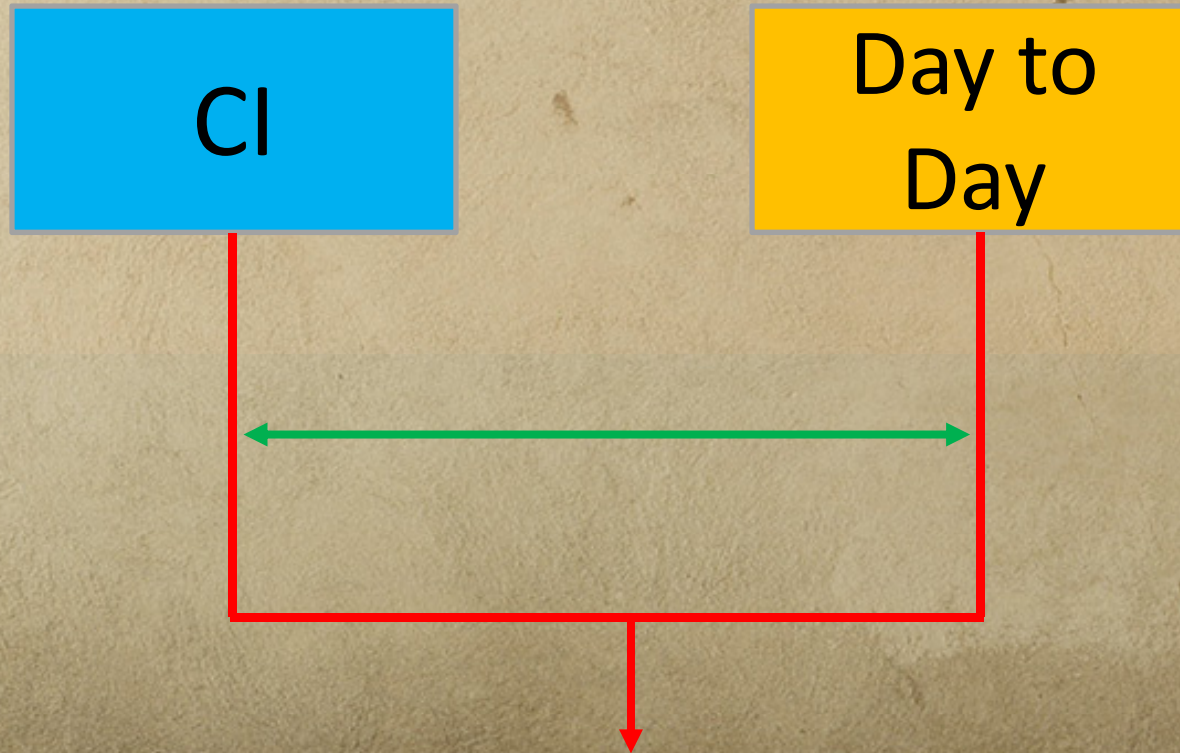


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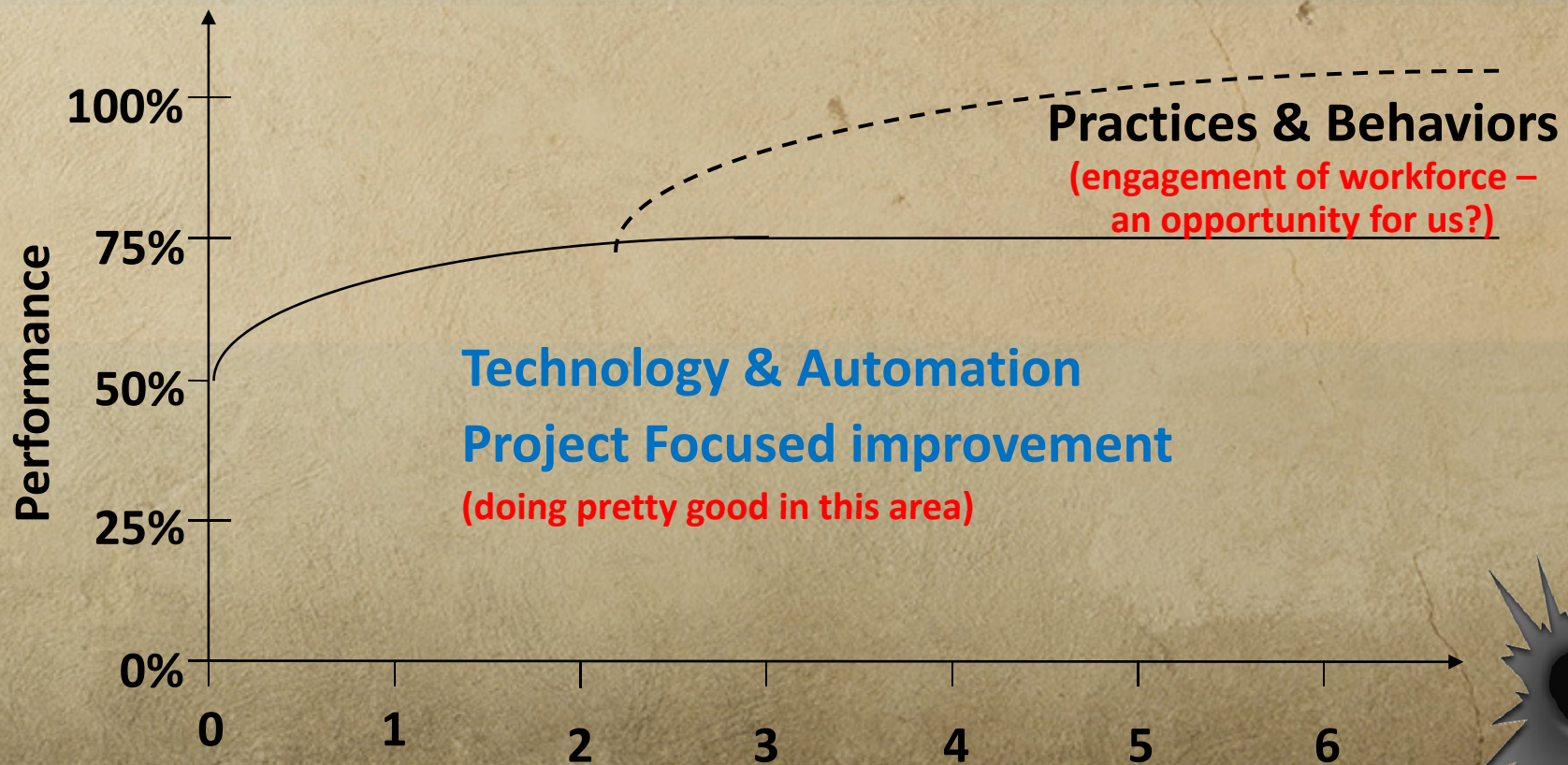
Developing our People:



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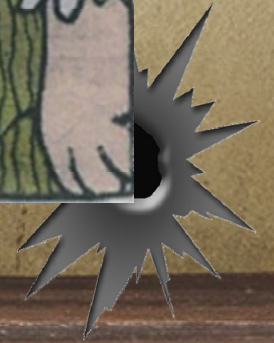
Developing our People:



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Developing our People:



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Developing our People:

- **TPM³ workshops**
- ***People development***

*We **must** develop our Leadership so that they can develop their people*



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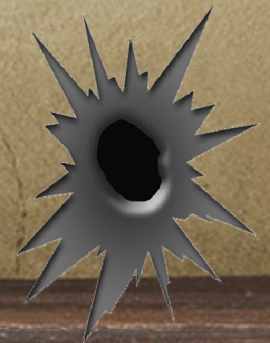


Developing our People:



- Needed a module to work on.....
- Started to look at Leadership Training incorporating our Company Values (& others...):

"Oh what a feeling":



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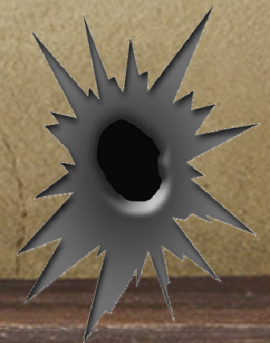
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Developing our People:

“Toyota’s success, in short, is not rooted in its application of a standard “lean” methodology to manufacturing, nor can it be found in any internally implemented equivalent of Six Sigma.....”

Page 7, “The Toyota Way to Lean Leadership” – J.K. Liker, G.L. Convis, McGraw-Hill



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Developing our People:

*“....Instead, it is rooted in its leaders. More specifically, it can be found in the approach that a Toyota leader takes, seeing **self-development** and **training others** as the only possible path, not only for finding the right solution for the problem at hand, but for **constantly** and **consistently** improving performance day after day”*

Page 7, “The Toyota Way to Lean Leadership” – J.K. Liker, G.L. Convis, McGraw-Hill



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Successful Companies have Core Values & Principles

*“We concluded that the critical issue is not whether a company has the ‘right’ core ideology or a ‘likable’ core ideology but rather whether it has a core ideology **that gives guidance and inspiration to people inside that company.**”*

Page 68, “Built to Last – Successful Habits of Visionary Companies” – J.C. Collins & J.I. Porras, Century



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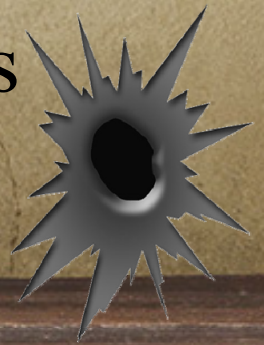
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Developing our People:

- Passion
- Respect
- Responsibility
- Consistency
- Service

All Operations Leaders to
have all the appropriate
Capabilities / Skills
&
Attributes / Behaviours
of all Guiding Principles



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Developing our People:

Purpose:

- We need to go from GOOD to GREAT
- Live & act core values
- Guide employees
- Need help from outside.....



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Developing our People:

- In steps *the* “GURU”:



Peter McNamara

Qualitrain Pty Ltd

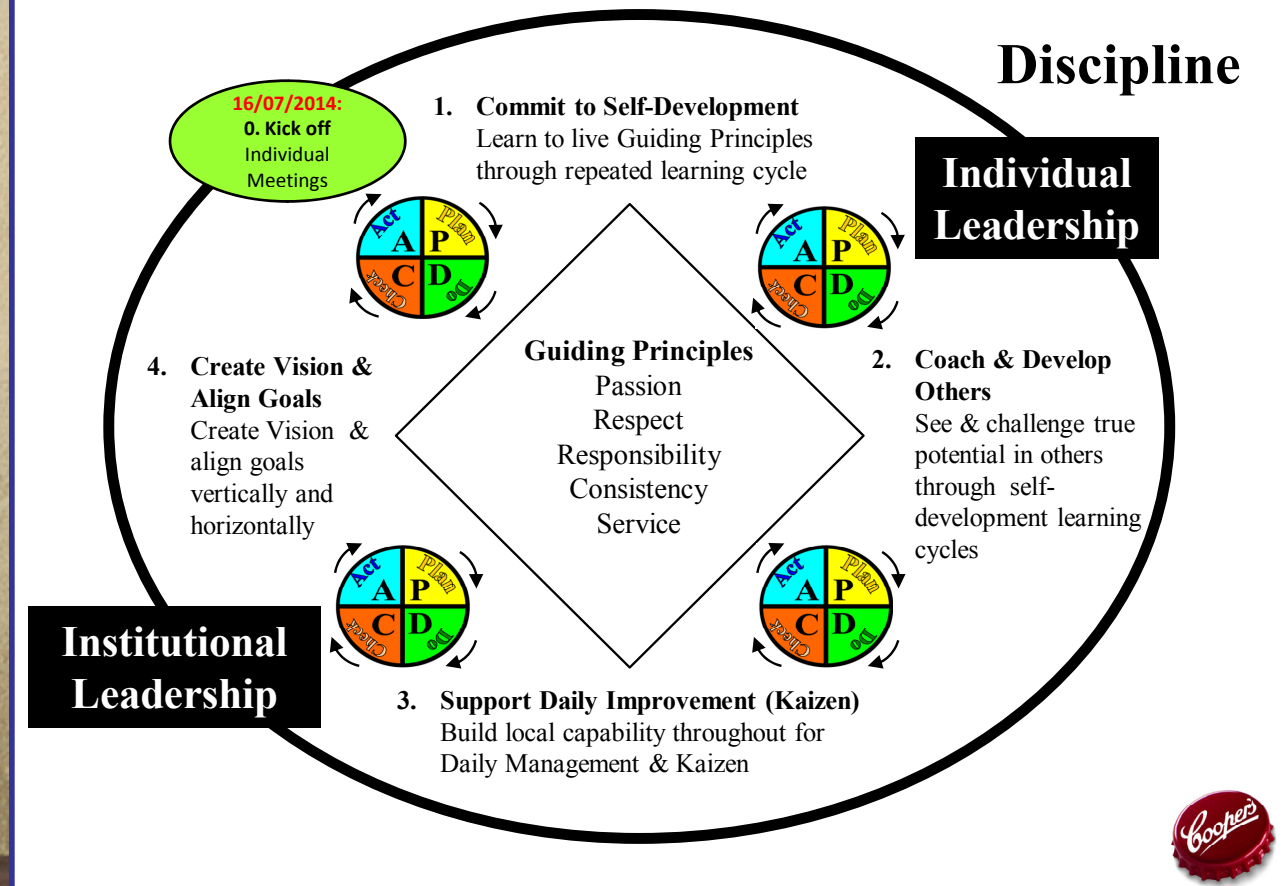


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Developing our People:

Coopers Diamond Model of Leadership Development



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Developing our People:

- The short Qualitrain & Coopers journey so far:
 - Kick Off (16/07/2014)
 - Second meeting (18/08/2014)

***“A Great Leader is defined by;
Not what they achieve as a individual, but by
the achievements of the people they lead.”***

Quote from Mr. Larry Mazza – CTPM Director - (aka K.T.B.H.)

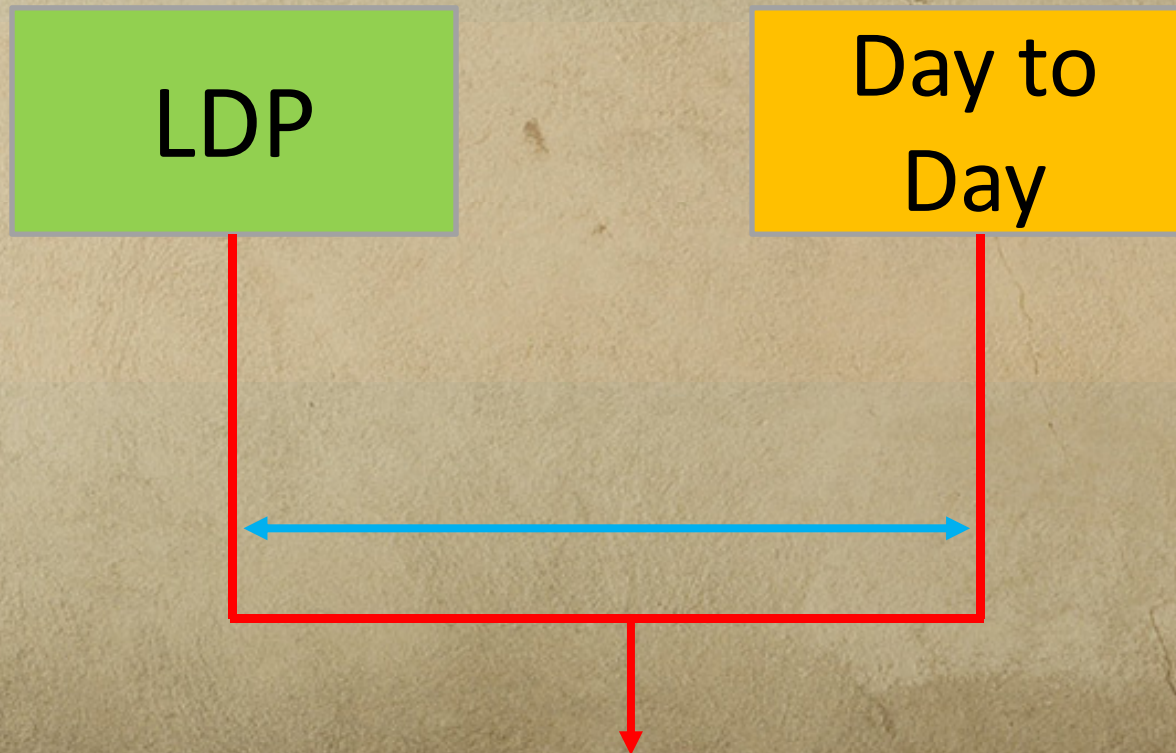


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Developing our People:

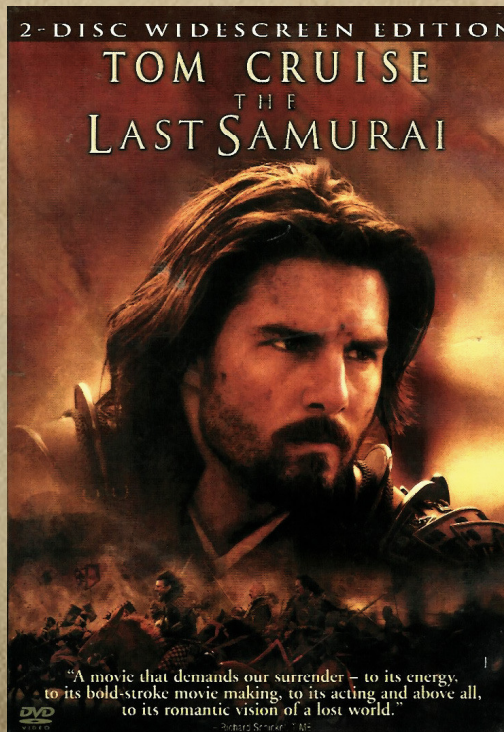


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Developing our People

Parting thought:



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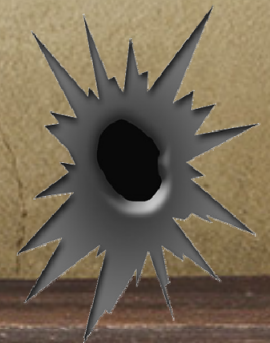


Developing our People

Parting Thought:

Quote from the Last Samurai:

*“They are an intriguing people. From the moment they wake they **devote themselves to the perfection of whatever they pursue.** I have never seen such **discipline.** I am surprised to learn that the word Samurai means, **'to serve',** and that Katsumoto believes his rebellion to be in the **service** of the Emperor”*



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