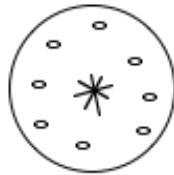
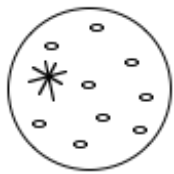


MODELS OF "MANAGING ROLE"

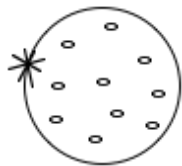
Traditional As Supervisor/foreman; makes decisions and solves problems for team.



"Team Manager or Leader"; provides leadership, some team decisions. Team solves many of its own problems.



Team "Coach"; team makes decisions with support from Team Coach; team leader is a role played by team members operating on rotating basis in each role.



Resource to team; member of Resource Team for operation. (in role of Technical Resource, Personnel Resource, etc.) and also business area; Staff members fill some roles. Provide leadership across operation.



Developmental Resource", serve multiple teams and multiple operations; Provide leadership for the business and strategy elements. Staff also included.

