

# MARKET ANALYSIS OF PLANT DIRECTORS



P R E P A R E D   B Y :

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2017

# Analysis of site managers

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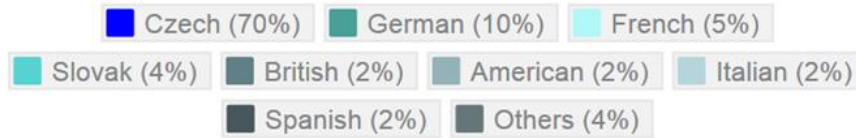
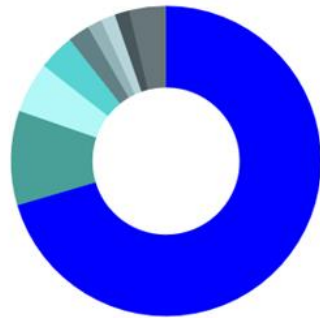
Leading executive search company, Anderson Willinger (AW), analyzed in 3Q the market of **site managers**.

During the research AW approached **340 site managers** with a link to the Czech Republic. AW reached during the research and selection following conclusions, which we share with you.

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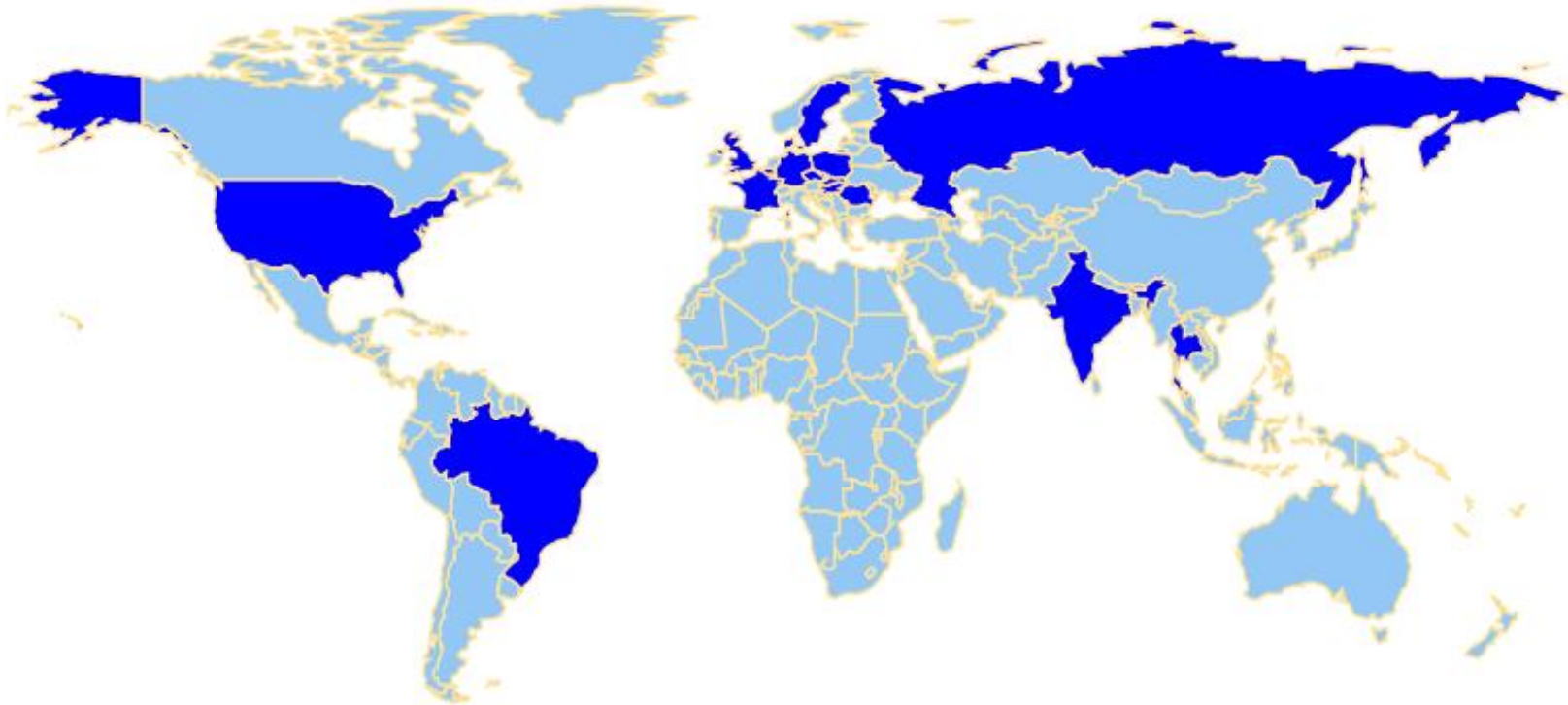
# What are the nationalities of site managers in the CR

AW analyzed site managers' nationalities in leading factories based in the Czech Republic with more than 250 employees.



## Where in the world Czech site managers work

TOP 10 countries, where Czech site managers have succeeded: Germany, Slovakia, Poland, France, USA, Russia, Sweden, India, Brazil and Denmark.



# How are site managers in the Czech Republic rewarded

**A site manager earns an average of 230,000 CZK per month + bonus fix 30% (12x)**

The AW analysis showed that fixed salaries of site managers are between 140,000 and 350,000 CZK and **are not affected by the size of a plant.**

**The salary of a site manager is affected firstly by:**

- The degree of automation of production processes in a plant
- Origin country of the company
- State of the plant during the onset of the site manager

**The origin of a company affects also the rewarding system**

- Multinational companies usually count with a higher fixed amount and 12x paid 30% bonus
- Local companies or foreign companies with one owner have lower fixed base and a bonus of up to 100%

**Added values, which have a significant influence on the decision to accept a manager role at a plant, include:**

- Possibility of personal development - senior management development programs
- Moving or housing support

# What is the personality of a site manager like

## Average age of a site manager is 45 years

The youngest site managers reach this role first after 30th year through internal promotion.

## Language skills of site managers



## Managerial education

21% of site managers went through a management study program and got an MBA degree.

# What is the personality of a site manager like

## Professional background

80% of site managers has worked in their careers  
in a role of a quality manager

## Promotion to the role of site manager

57% of managers are promoted to the role of site manager internally  
43% of managers for the role of site manager leave the previous company

## Service life of a site manager

Time spent in a site manager role in one company is on average 2.8 years.  
92% of managers then find employment in other company.  
8% of managers are promoted internally.

**BEST  
HEADS**  
CAREER STRATEGY  
IN PLACEMENT

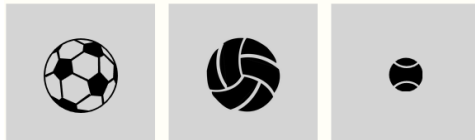
57% of managers are promoted to the role of site manager internally, however only 8% of them stay in the company for another career change. Therefore it is crucial to build own personal brand, not only within the organization but also for the future, for possible change.

Source: BestHeads

## Hobbies

Comparison from AW statistics of managers' hobbies between 2007 and 2017 shows that **site managers are active in sports. In the early 21st century, it was especially team sports. Site managers spend more time doing individual and extreme sports disciplines nowadays.**

2007



2017



# Which skills make site managers successful leaders

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## **From the site managers' point of view:**

- Development of his team and identification of their needs
- Openness
- Listening
- Ability to give a second chance
- Inner peace and distance - the leader does not try to actively manage his subordinates, he gives them space for their mistakes and development
- Understanding of habits in the factory's location and the mentality of a particular nation (to increase efficiency and competitiveness of production)

## **From the headquarters / HR point of view:**

- Ability to identify and attract talents – internal and external
- Talent development
- Being able to build inclusive & diverse teams and leverage its advantage/potential
- Manage remote and multicultural teams
- Adapt to changing environment



# What is the managerial profile of a site manager

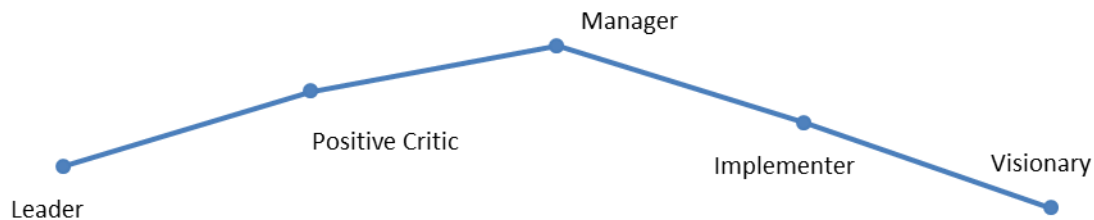
The results of the evaluation of managerial potential, according to an internal AW methodology, revealed that there are two basic types of leaders - site managers.

## Dedicated leader, profile letter A

It is a leader with strong self-esteem and goal orientation, dedication and enthusiasm .

Profile of a dedicated leader is successful in structures of multinational corporations with clearly set management rules and expected improvements.

The profile of this leader brings complications and dissatisfaction of the manager in the role in the event of a shift to Group CEO.

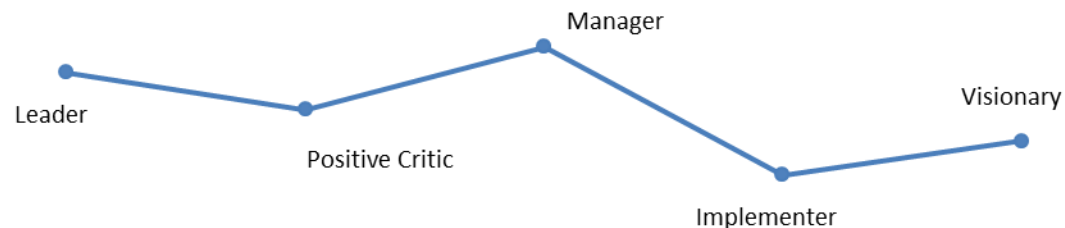


## Adaptive leader, profile letter W

It is a leader who is focused on external incentives, which he is able to adapt to.

Profile of adaptive leader suits better less hierarchical, loser management structures and companies in the process of change.

This profile also better identifies with the role of Group CEO.



# What is the expected development of site manager's role

- Primary focus on KPIs and performance, implementation and trust in operational excellence systems (based on TPS or Nissan production system and Six Sigma) main topic for companies
- Emphasis given on people and local talents, deliver results through involved and engaged employees, processes build on solid Lean/Six sigma bases
- It's expected to have streamlined process and info flow, talent identification and talent development
- More focus on local CSR activities and positive branding
- Current site leaders will retire, new generation will lead the business – leaders with less respect to authorities, leaders with desire to combine success and fun

2003

2015

2030