

GENERAL MANAGER

DEVELOPMENT PROGRAM (GMDP)



DESIGNED FOR FUTURE LEADERS

The Precision Castparts Corp. (PCC) General Manager Development Program (GMDP) identifies and prepares high potential operations leaders for a General Manager role. The GMDP consists of structured learning opportunities, executive-level interactions, networking, one-on-one coaching and an individual development plan. Instruction is provided by PCC Executives, Leadership Alliance and the University of Michigan's Ross School of Business.

Participants are nominated by Division Presidents and HR Leaders and selected based on:

Relevant Experience

Proven Performance

Commitment to PCC

Demonstrated Leadership

Successor on Human Capital Plan

Ready for a GM role within 2-3 years

PROGRAM HIGHLIGHTS

The GMDP is a 12-month program with structured learning for one week each quarter as well as homework and projects in between. The curriculum is divided into four modules designed to introduce participants to the critical business functions of a typical General Manager at PCC:

OPERATIONAL EXCELLENCE

Living the MOR Package, Entitlement, Pipeline of Projects, Advanced PCC Toolbox, Mock Monthly Operating Reviews

COMMERCIAL EXCELLENCE

Growing the Business, Protecting Current Market Share, Leveraging PCC to Gain Market Share, Entering New Markets, LTA's and Contract Negotiations

CROSS-FUNCTIONAL EXCELLENCE

Supply Chain Management, Finance, Marketing, Creating a Positive Mindset and Change-Ready Environment

LEADERSHIP EXCELLENCE

Human Capital Planning, Difficult Conversations, Professional Coaching, and 360 Feedback