

# Exhibits

## Teaming at GE Aviation



imagination at work

# Exhibit: Plant Comparisons

Plant	Productivity	Cycle Time	First Time Yield
GE Aviation Non-Teaming Site	-3.9%	30 Days	77%
GE Aviation Teaming Site (Durham)	+6.4%	16 Days	94%

# Exhibit: The Business Case for Teaming

## The Business Case for Teaming



**Durham**

- 10% YOY productivity
- 10%/yr avg cost out



**Batesville**

- +25% cost reduction
- 15 turns



**Bromont**

- 15 turns
- 7%/yr avg cost out



**Charleston**

- 15% cost reduction
- 30% cycle reduction



**Greenville**

- 13 turns
- 2%/yr cost out



**West Jefferson**

- 37 turns
- 20%/yr avg cost out

Team moves from launch to journey phase



**Strother**

**Production Board**

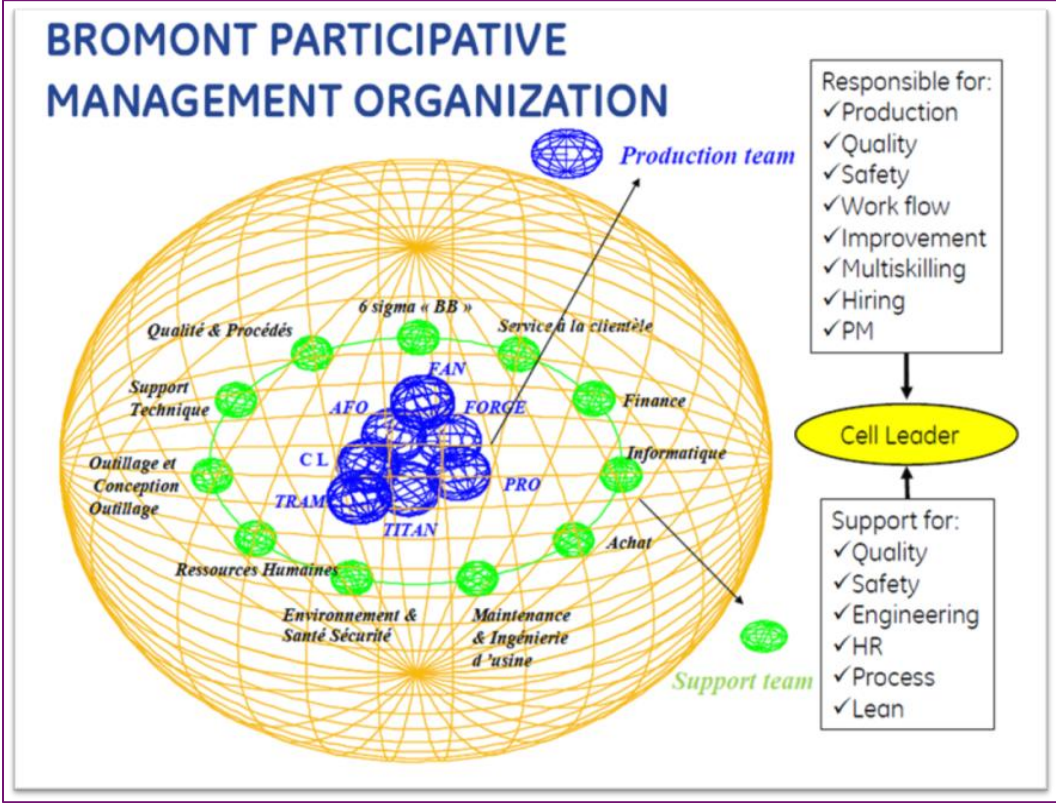
Strother Field Overall Operation Ark City, KS  
Team Alpha Omega 2012  
30% reduction in disassembly cycle time



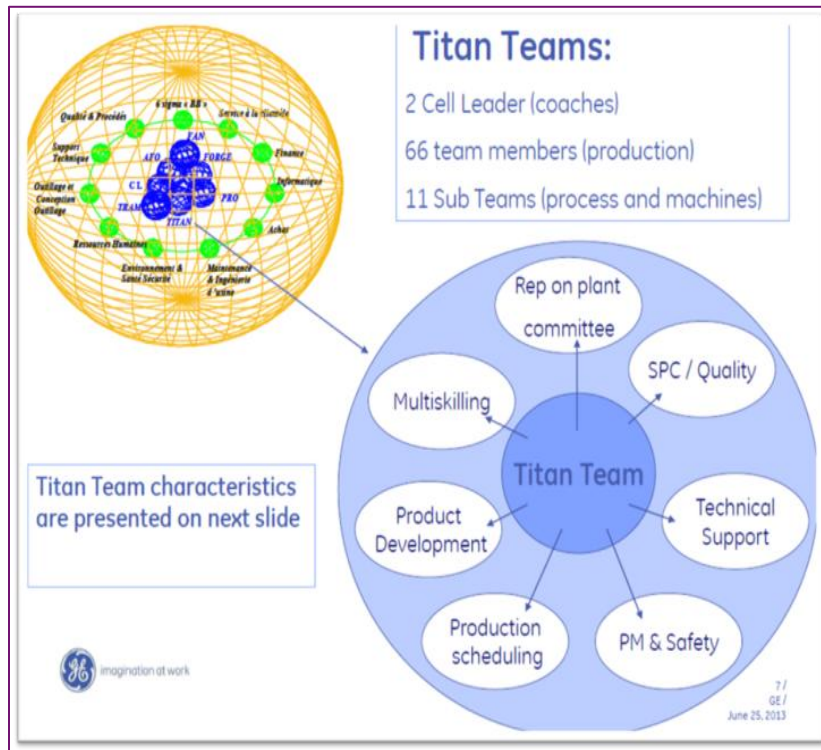
**Results in GE Aviation**

1  
GE Title or job number  
6/27/2013

# Exhibit: Bromont Participative Management Organization



# Exhibit: Bromont Participative Management Organization



- ## TITAN TEAM CHARACTERISTICS
- Team is divided in sub teams to allow people to support each other and go where the work is needed
  - All 66 people are multiskilled within the Titan team
  - Team members have flexibility
    - They can perform many jobs from one process to another
  - Team members take responsibility through delegations for tasks that are usually performed by management i.e. overtime distribution
  - Team meetings are with the entire team and sub teams
  - The size of the team may grow
  - Team is represented at plant committee
  - Team manages the training and job rotations to maintain their competencies
- 8 / GE / June 25, 2013

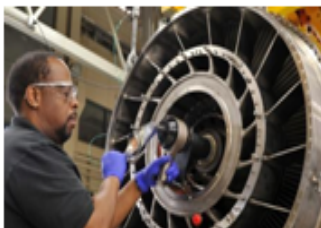
# Exhibit: Durham Engine Facility

## High Performance Team



### 300+ Highly Skilled Technicians

- Flat Organization
- Self Directed Workforce
- Flexible Culture
- Talented & Multi-skilled
- Boundary Less Structure



### 18 Teams

Summit Odyssey Freedom Liberty  
Phoenix Swift Synergy Horizon Vector Atlas  
Mirage Kodiak Raven Patriot Equipodas  
Falcon Olympus Frontier

## Councils...Facility Wide Decision Making

### People

- Human Resources
- Discipline & Development
- Training

### Processes

- Tool & Gauge
- Materials
- Systems

Weekly Meetings

One Representative per team

Rotate members every 12 months

### Quality

- Quality Systems
- Nonconforming
- Delivered Quality

### Health & Wellness

- Environment, Health & Safety
- HealthAhead



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# Exhibit: Durham Engine Facility

## Team Metrics...Drives Accountability



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