



Barrett Values Centre

Manufacturing Industry Report

Prepared by Barrett Values Centre

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Manufacturing Industry Report 2007-2014

Total number of organizations: 288

Time Period: 2007-2014

Countries represented: 44

Average Entropy:

Year	Average Entropy
2007-2014 Combined	21%
2014	26%
2013	23%
2012	23%
2011	20%
2010	19%
2009	19%
2008	22%
2007	22%

Total Number of Organisations by Current Organisational Entropy:

Entropy Band	Number of Organisations
0-10%	29
11-20%	119
21-30%	97
31-40%	26
41% or more	17

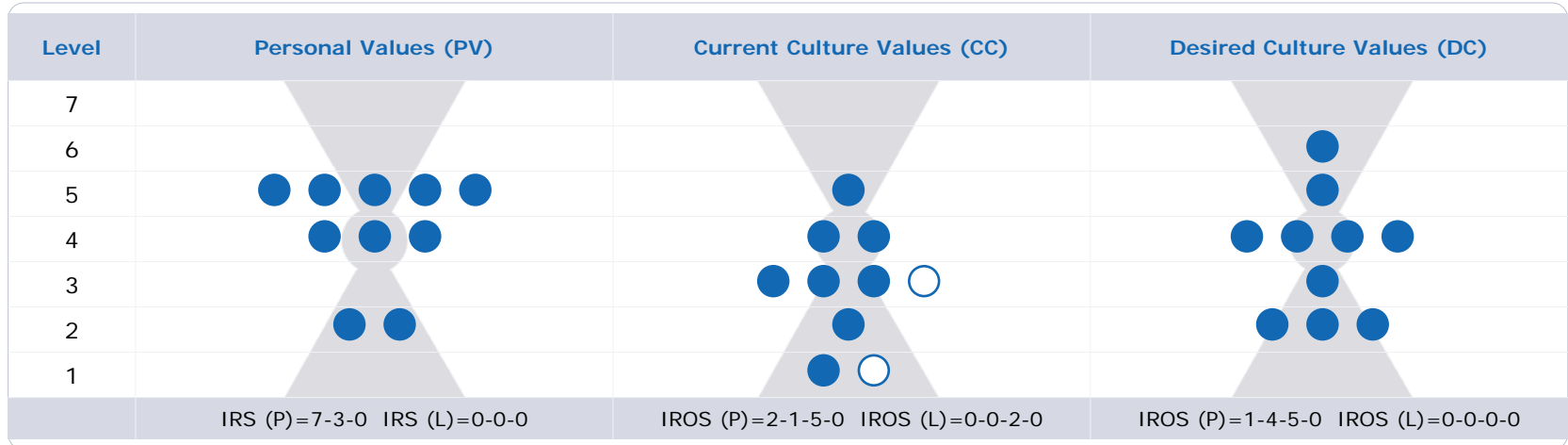
Industry Reports are a composite view of a specific industry using results collected from Cultural Values Assessments over time.

The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.

The Manufacturing Industry Report includes data from Chemical & Pharmaceutical Manufacturing, Engineering-Machine-Metal Manufacturing, Food & Drink Manufacturing, Manufacturing Misc, and Motor Vehicle Manufacturing.



Manufacturing Industry Report 2007-2014



Matches
 PV - CC 1
 CC - DC 4
 PV - DC 2

honesty	88%	5(I)	cost reduction (L)	58%	1(O)	<i>teamwork</i>	78%	4(R)
<u>commitment</u>	81%	5(I)	results orientation	54%	3(O)	<i>continuous improvement</i>	75%	4(O)
family	56%	2(R)	<i>continuous improvement</i>	51%	4(O)	<i>customer satisfaction</i>	59%	2(O)
responsibility	56%	4(I)	<i>customer satisfaction</i>	50%	2(O)	accountability	47%	4(R)
respect	51%	2(R)	<i>teamwork</i>	49%	4(R)	employee recognition	43%	2(R)
accountability	51%	4(R)	profit	41%	1(O)	open communication	43%	2(R)
continuous learning	49%	4(I)	bureaucracy (L)	36%	3(O)	<u>commitment</u>	41%	5(I)
integrity	44%	5(I)	achievement	33%	3(I)	innovation	38%	4(O)
positive attitude	43%	5(I)	<u>commitment</u>	32%	5(I)	quality	36%	3(O)
humour/ fun	36%	5(I)	productivity	32%	3(O)	leadership development	30%	6(O)

Black Underline = PV & CC
 Orange = PV, CC & DC

Orange = CC & DC
 Blue = PV & DC

P = Positive
 L = Potentially Limiting (white circle)

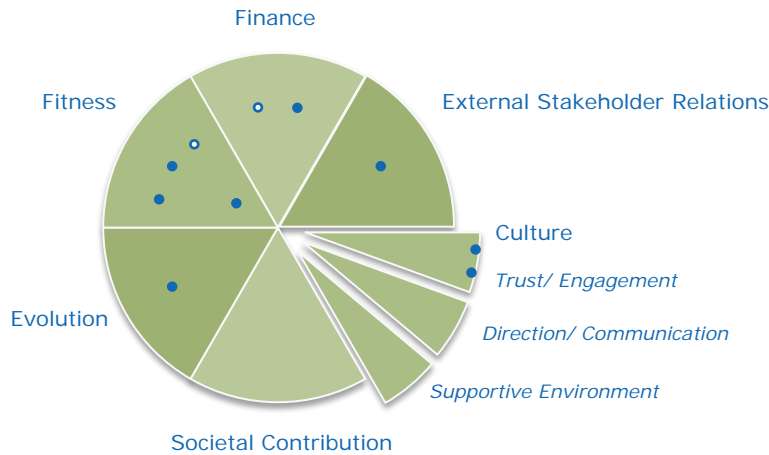
I = Individual
 R = Relationship

O = Organisational
 S = Societal

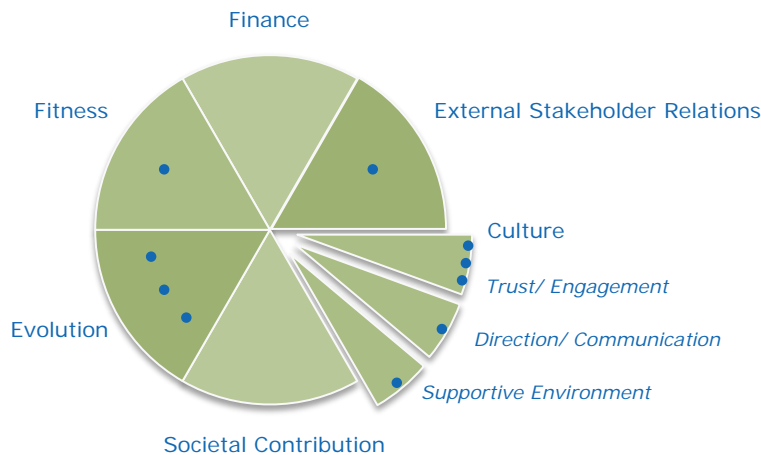


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Current Culture Values



Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
		profit	
Fitness		achievement	quality
		bureaucracy (L)	
		productivity	
External Stakeholder Relations		customer satisfaction	customer satisfaction
		customer satisfaction	customer satisfaction
Evolution		continuous improvement	continuous improvement
		continuous improvement	innovation
		continuous improvement	leadership development
Culture	Trust/ Engagement	commitment	accountability
		teamwork	commitment
	teamwork	teamwork	
Direction/ Communication			open communication
			open communication
Supportive Environment			employee recognition
			employee recognition
Societal Contribution			



Consolidated Cultural Data – Manufacturing 2007-2014

VALUES JUMPS

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in **bold** are represented in the Desired Culture.

VALUE	Percentage of Assessments
employee recognition	61%
employee fulfilment	48%
open communication	47%
balance (home/work)	36%
accountability	35%
trust	35%
coaching/mentoring	35%
leadership development	34%
innovation	34%
continuous improvement	33%