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Success Motivation Study Group

H. E. MacNutt, Jr.

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TO: Paul S  
DATE: Dec 6, 1968  
SUBJECT: Success Motivation Study Group

A large part of our work in this group is to identify personal goals and then relate them to corporate and department goals. I took it upon myself to arrive at some corporate goals of a general nature and then our department goals so we would have the ability to perform on our assignment.
I am attaching a copy of the goals so you'll be aware of what was said in case anyone in the group discusses this with you.

The discussion kept the goals on a very general basis - specific figures can be inserted at will by management. These serve our study group purpose. I hope they're fairly close to Morgan Group purpose.
Success Motivation Study Group

The following notes are a synopsis of the corporate and manufacturing goals and objectives as discussed in our meetings of 25, 26 and 27 November.

Corporate

The primary objective of the Company is to make a profit by:

(1) Designing and manufacturing a product that fills customer needs, with a high degree of reliability, at a competitive price.

(2) Coordinating the resources of the Company to accomplish this and create a profit consistent with the specific profit goals.

So that other specific goals may be achieved such as:

(1) Investors will be provided with an adequate return on investment and continued and future investment will be assured of growth potential consistent with the risk involved.

(2) The employees of the Company will have the opportunity of fulfilling personal and financial goals by being provided with security, stable employment, interesting work, growth opportunities, fair wages and benefits, fair policy and administration of policy and, in general, good working conditions.

(3) The Company will maintain its image in the industry and community of being a high grade company noted for its product, people and progressiveness.

(4) The Company can support community programs consistent with its historical record and desire of management.

The Objective of Manufacturing is:

To serve the total Company goals, but with specific emphasis on the following:

(1) Provide the customer with the product and services purchased within the design, quality and delivery specifications.

(2) To manufacture the product using the lowest cost method available consistent with design, quality and delivery considerations.

(3) To provide good working conditions, fair policy, stable employment, interesting work and opportunities for individual growth for employees.

(4) To support management programs of a community nature.
Specific Manufacturing Goals were listed in the discussion, some of the most important were:

(1) To provide facilities that will competitively and efficiently manufacture the Company product.

(2) To recognize changing technology in tools and/or product and take action to maintain facility in a competitive position.

(3) To provide working conditions, supervision and relations with employees that will assure that both the needs of the people and the Company are served.

(4) To provide lowest cost method of operation to maintain costs within appropriate boundaries - to do this by:
   
   (a) Determining the lowest cost method consistent with specification, quality and delivery requirements.
   
   (b) Coordinate the resources (tools, materials, people) to accomplish this.

(5) To assist in providing the systems and other means of communication to effectively transmit information both within manufacturing departments and between all Morgan departments on a timely basis.

(6) To fabricate, machine and assemble product in a good workmanship manner.

(7) To maintain the proper level of quality in both Morgan manufactured and purchased items furnished to the customer.

(8) To provide a scheduling system to forecast delivery and provide action to maintain schedule.

(9) To provide systems, maintenance and services necessary to support the manufacturing function.

(10) To support management programs of a community nature.

H. E. MacNutt, Jr.