

Vale

Scope:

Sudbury Smelter

Mandate:

- Support the achievement & consistent delivery of the Smelter's 2011 production goals.
- Support the draw down of available in-process smelter inventory.

Specific Objectives:

- Develop a Smelter Operating Philosophy.
- Design and deliver a Flash Furnace operating strategy (including tactics).
- Design & deliver a Converter Aisle operating strategy (including tactics).
- Design & install a Key Performance Management (KPI) system that a) drives accountability for performance at the appropriate management and operator level, and b) drives the necessary behaviours in support of delivering the 2011 production budget.
- Train and coach frontline management & operators on "how to use" the KPI system.
- Train and coach management and supervision on how to be more effective with their people – out on the floor.

Results:

- New Smelter Operating Philosophy installed.
- New Flash Furnace operating strategy and tactics installed.

- Upgraded Converter Aisle Operating strategy and tactics installed.
- New Flash Furnace and Converter Aisle Operating guides implemented.
- KPI management system installed throughout all levels – from the Smelter through all upstream, downstream and support service functions.
- Frontline management that has been trained and coached on how to more effectively engage with their employees – particularly on the subjects of smelter performance and continuous improvement.
- Significant increases in sustainable production throughput.