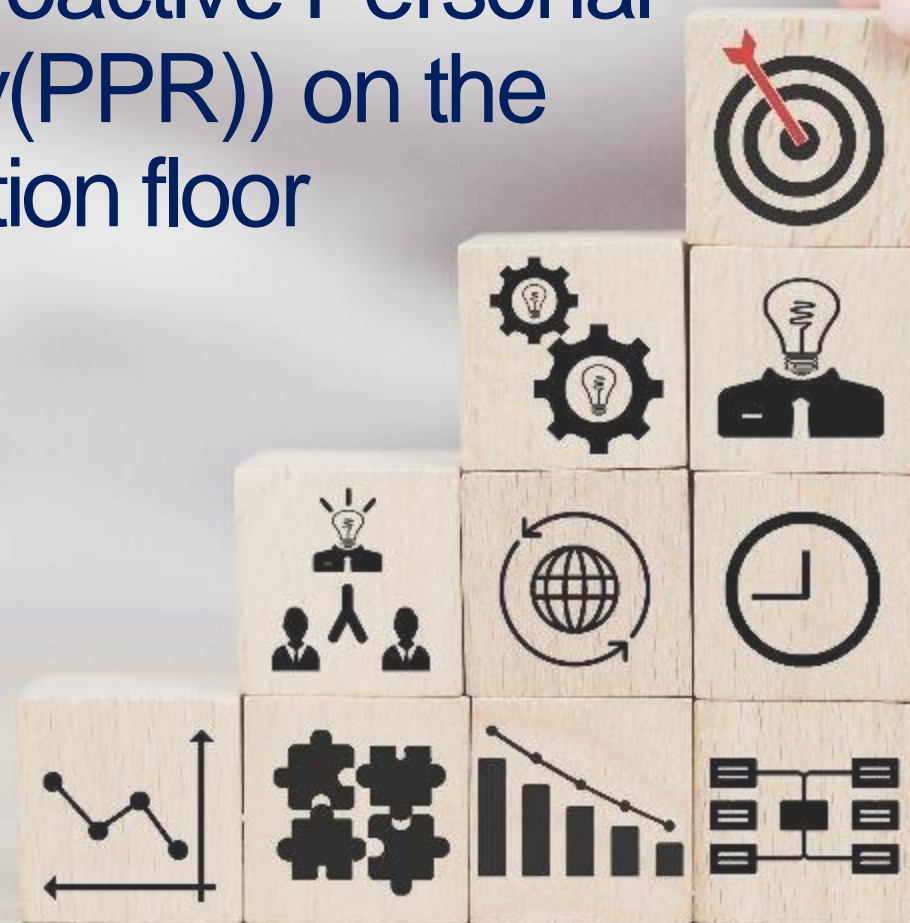


Implementation plan for strengthening Proactive Personal Responsibility (PPR) on the production floor



Ultimate Goals

- Improving the proactive personal responsibility approach
- Instilling important performance behaviors that will improve the production floor

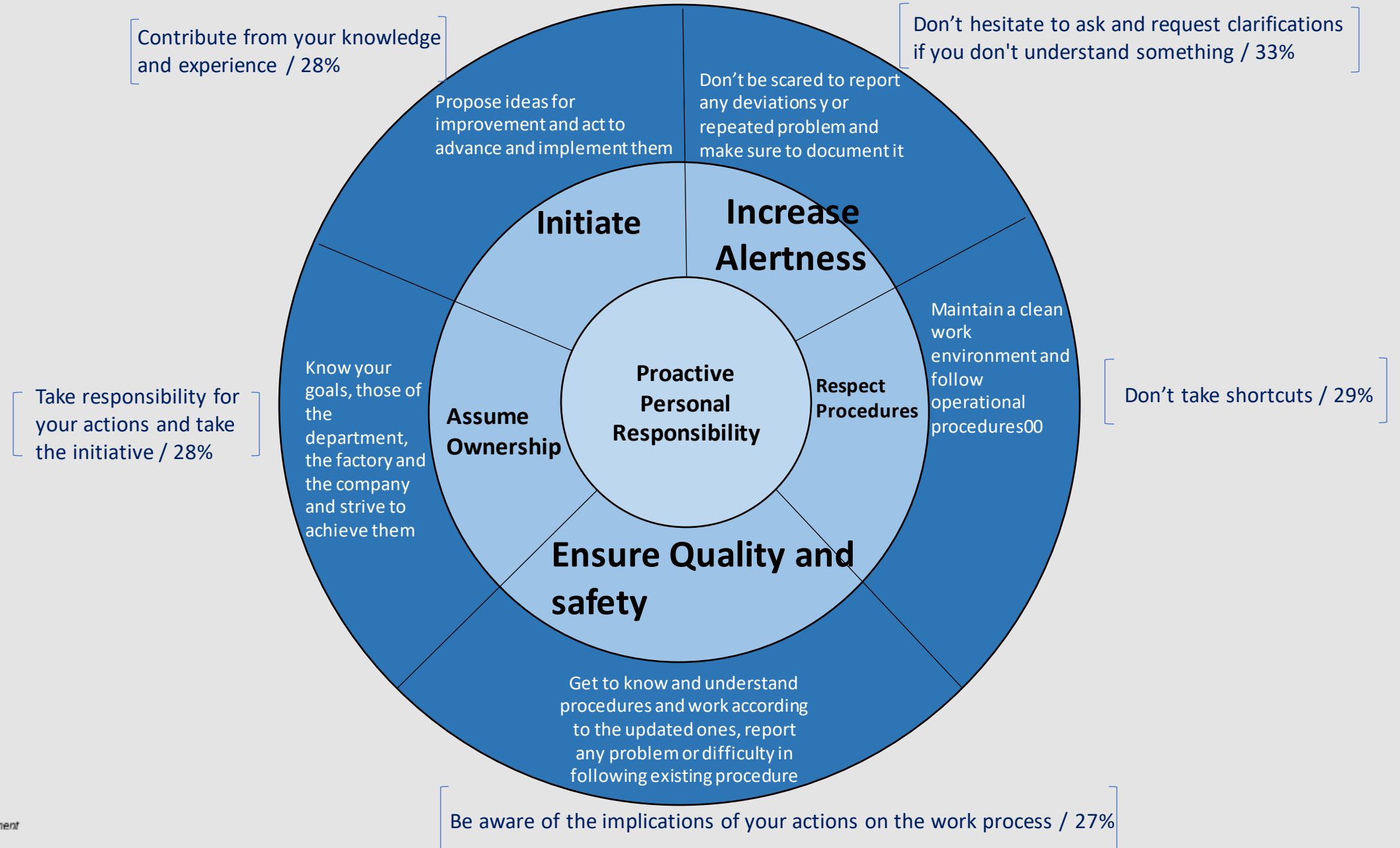




Secondary Goals

- Instilling the five dimensions and enablers of personal responsibility in relation to the important performance behaviors
- Strengthening and understanding the connection between proactive personal responsibility and personal and organizational success
- Empowering executives' management capabilities(Focus on plant' and departments' managers)
- Enforcing procedures and routines
- Improving the organizational culture of the NGO the work in relation to Netafim's culture

Model for improving personal responsibility

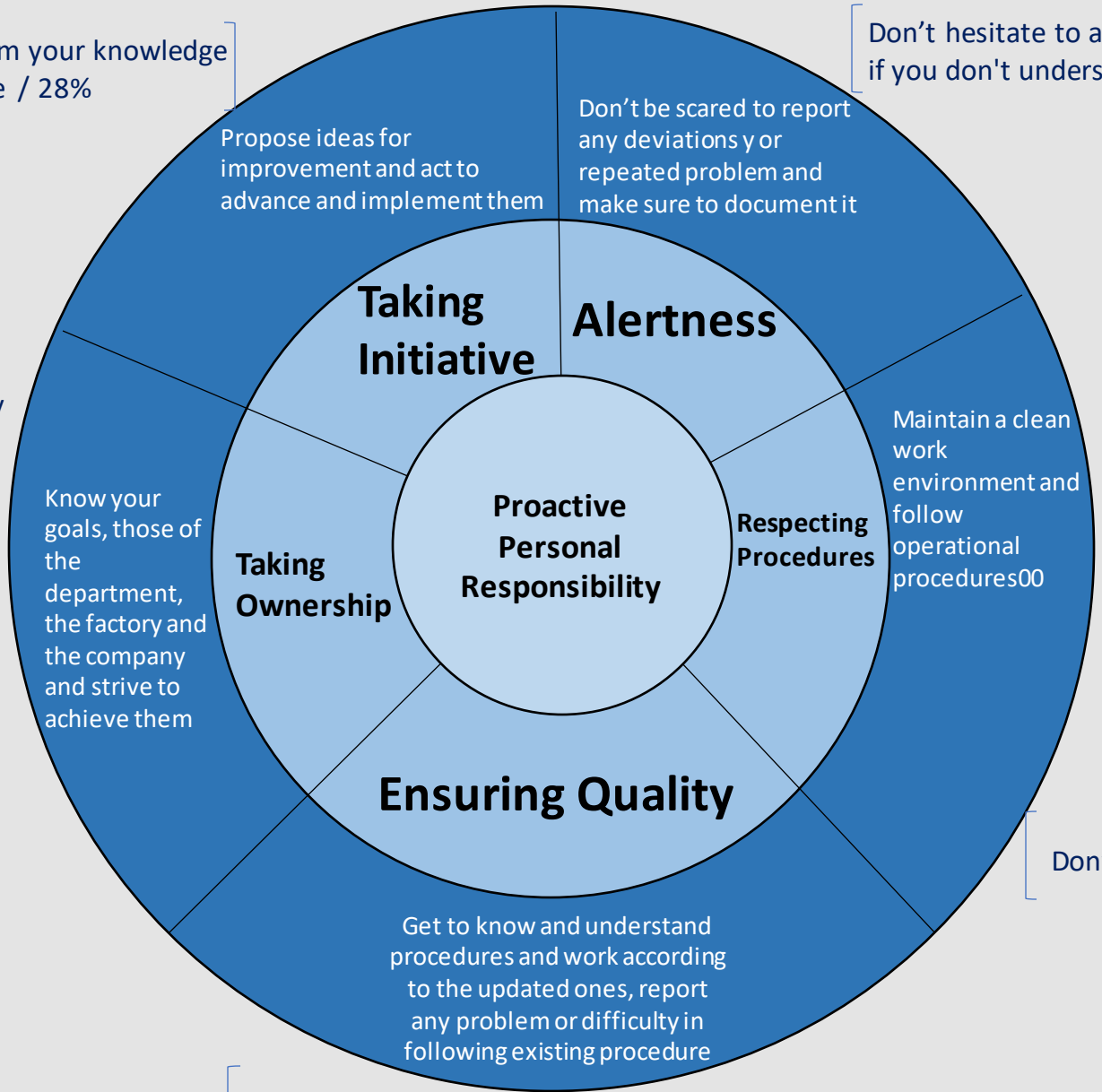


Model for improving personal responsibility

Contribute from your knowledge and experience / 28%

Don't hesitate to ask and request clarifications if you don't understand something / 33%

Take responsibility for your actions and take the initiative / 28%



Improving current performance behaviors



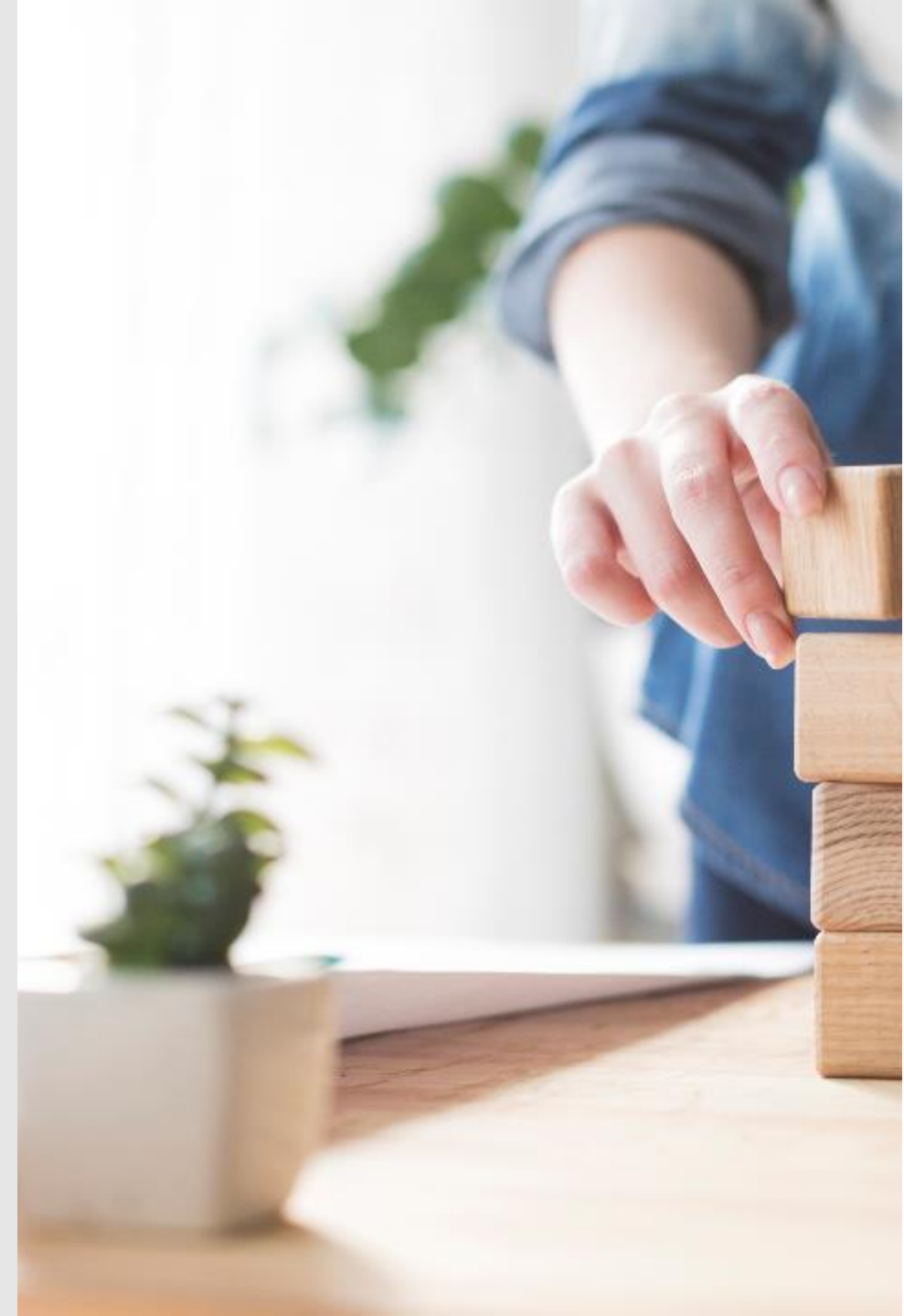
Improving operational goals of the plan

Don't take shortcuts / 29%

Be aware of the implications of your actions on the work process / 27%

Points of emphasis for plant's managers' meeting – department managers

- Assuming proactive personal responsibility will improve your level of performance –it is the key element of your success and the success of the plant and the company
- The plant will be uncompromising in making sure important operational behavior takes place
- Teamwork and mutual responsibility are important elements in assuming proactive personal responsibility at your own initiative
- You will be measured for implementing the PPR dimensions and the important performance behaviors
- We expect that you support your colleagues in carrying out this behavior and that you do so yourself while cooperating with your team and with other teams



Points of Emphasis for Department Managers

- We will respect you for taking PPR and it will constitute an important component of your personal advancement
- We will support you in realizing your PPR
- We will provide you with more professional feedback and be more attentive to you
- Our door will be open for any request or problem



Formulating Supporting Processes

- **Improving the Work Environment**
- **Instilling routines set by plant management, primarily in the following areas:**
 - **Enforcement policy**
 - **Creating a safe work environment**
 - **Establishing routines of feedback and respect on the production floor**
 - **Providing a personal example**
 - **Establishing the relationship between the quality indices and the performance indices**
- **Involving excelling workers in the assimilation process**
- **Mutual visits by department managers and production floor managers at company plants**

