

**Kraft***Heinz*

THE KRAFT HEINZ COMPANY

**Building a Career in Quality  
American Food Sure 2020**

# What does it take to rise to the top in Quality?

- Technical and Leadership skills needed to advance in Quality
- Continued Education
- Critical Experiences
- Extraordinary Results
- Unwritten Rules/Skills
- Balancing Work and Family



# Technical Skills- Go Deep

- Pick an area that you enjoy and spend time becoming the expert. This may require 5-10 years of experience, but will set you apart from your peer set. This may include but is not limited to: Sanitation, Microbiology or Product Category.

## Benefits:

- You are the expert and “go to” person in that area, and a true asset.
- Competitive advantage against peer set

Share a Career Experience: manager Joe and sanitation



# Technical Depth- Go Wide

- Learn about different aspects of Quality and the products that you support. This is best done through “on-the-job” experiences. You don’t need to know everything, but you need to know a little about everything and who to “go to”.

## Examples:

- Factory Quality
- Microbiology
- Regulatory/Compliance
- Business Quality
- New Product Development
- Emerging Technology
- Different product categories
- Suppliers/Supply Chain



shutterstock.com • 128885864

Share a Career Experience: manager Steve and auditing

# Leadership Skills

- FYI book is a comprehensive analysis of skills about different leadership skills
- Figure out where you have opportunities and create a development plan (development or overused skill)
- Make sure you do not have a roadblock
- Use your strengths to your advantage
- Seek out mentor or leader to assist: **ASK FOR HELP**

## Quality Role (my opinion):

- Dealing with Ambiguity
- Standing Alone
- Integrity and Trust
- Command Skills
- Timely Decision Making
- Conflict Management
- Drive for Results
- Motivating Others



# Continued Education



- 90% of what you need to know in Quality is “on-the-job” training
- 10% is continued education



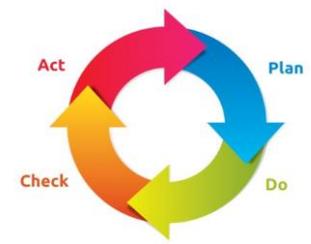
**Certified  
Quality Engineer**  
The Global Voice of Quality™

## Examples:

- Certifications (Preventative Controls, FSVP)
- Certified Quality Auditor
- Certified Quality Engineer
- Product training (Classes or Degrees)
- Leadership

Share a Career Experience: Certified Quality Engineer

# Extraordinary Results



In every job, you must achieve extraordinary results.

- Vision- Where are we going and **how** we will get there

\* The vision should align with the company values/vision, and be achievable, but challenging.

- Team/Compassion
- Hard Work
- Constant tracking and reporting
- Adjust Plan if needed (divide and conquer)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD	CIS	
1	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
2	100.00	100.00	100.00	97.50	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
3	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	30.00	30.00	
4	2.50	2.50	2.50	0.00	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	30.00	30.00	
5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
7	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	30.00	30.00	
8	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	30.00	30.00	
9	PMA				75.00		75.00		75.00		75.00		225.00	225.00	
10					100.00		80.00		80.00		80.00		260.00	260.00	
11					3.33		3.33		3.33		3.33		10.00	10.00	
12					3.33		3.33		3.33		3.33		10.00	10.00	
13	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
14	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
15	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	20.00	20.00	
16	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	1.67	20.00	20.00	
17	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	83.33	98.00	98.00	
18	102.00	104.00	101.00	101.00	101.00	103.00	106.00	106.00	112.00	116.00	119.00	123.00	123.00	123.00	
19	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	10.00	10.00	
20	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	0.83	10.00	10.00	
Totals														100.00	100.00

100%

Share a Career Experience: Complaint reduction Copack and Supplier

# Critical Experiences

- Factory- more than one with differing responsibilities
- Corporate roles- multiple functions
- Different organizations may have other requirements depending on structure (figure out what those positions are) May include: Operations or R&D and may change with different leadership

Share a Career Experience: Quality Manager- Niles Bakery



**Kraft**Heinz

# Unwritten Rules/Skills

- You must be flexible, what can you do vs. what you can't do
- Choose to be happy
- Dream Big
- Treat your people with respect and make sure they are balancing work and life (they will be happy)
- Come to work with energy “pep in your step” and “sparkle in your eye”
- Be willing to do anything you ask your team to do and do it
- Always make time for your team
- Take care of your health
- People are not things and are all different so adjust your style to best fit
- Make work happen, don't let work happen to you (Hunter vs. Gatherer)



# Unwritten Rules



- Speak from the heart
- Do not compromise your values no matter what
- Own your mistakes and development needs
- Surround yourself with people that are different than you
- Have fun and get to know your team
- Be grateful and say thank you

Share a Career Experience: Interviewing at time of merger



# Tenants of KiMudo

## 1. Courtesy

Treating people with the respect that they deserve.

## 2. Humility

Recognizing that no matter how great your accomplishments are, they do not make you a better person than anyone else.

## 3. Integrity

Knowing the difference between right and wrong, and choosing to do what is right.

## 4. Perseverance

Continuing even in the face of adversity.

## 5. Self Control

Exercising restraint over yourself, and being in command of your thoughts, feelings and actions.

## 6. Indomitable Spirit

The spark that gives you the power to persevere.



# Balancing Work and Family

- When work or family is out of balance the other suffers
- This means sacrifices with both
- The amount of time you give to your career may change at different stages of your life
- Figure out what you are doing that doesn't add value and ask for help
- A supportive partner, friends and family
- A best friend at work

Share a Personal Story: Working Mother Magazine (let go of the guilt)

Share a Personal Story: traveling with children

