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## Micromatic Grinding

# JOURNEY

from  
*Good to Great*  
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Micromatic Grinding started its journey around 39 years ago, focused on design, manufacturing and sales/distribution of Precision Cylindrical O.D. Grinding machines. They have succeeded in benefitting from growth of the manufacturing industry, particularly in the Automotive and Precision Engineering sector.

### Challenges

There are things that are imbued with a sense of difficulty and victory which companies do need to face when they are on the phase of growth and establishment; MGT is also not out of the league. MGT was founded with the simple fundamental "Machines that are difficult to make are easy to sell". But with growing customer needs, MGT realized that the growth of any company lies in the diversity of its customers and for that it requires a periodic assessment. Such a closer look at the customer needs and core capabilities of the company invariably suggested that the single business unit structure would not work. Thus proper alignment of resources has to be designed for longer terms and sustainable growth. To reach long term growth and to achieve the set goals, MGT will need to chart a new course with Vision 2023 in mind.

**Growth of the company lies with the diversity of its customers and this requires a periodic assessment**

### Approach

STIMS Institute, a knowledge management company has developed unique tools for core capability assessment. Such an assessment is comprehensive as it addresses all the core capabilities across three key dimensions of the company, people, the business functions and their outcomes expressed through business/enterprise capabilities.

These core capabilities in turn, do need to be channelized to meet the well

identifiable needs of the end users or the customers.

As per the assessment by STIMS, core capabilities of MGT result in the following conclusion that to retain its customer centered focus, MGT has to align all its resources in a well structured and organized fashion. For that, some restructuring and revamping is required. If we take a closer look, the customer centric view of MGT and its needs are elucidated in three specific needs. To meet these customer needs and to have long term sustainable growth in the market MGT has decided to sub divide its single structured SBU into three well defined SBUs with defined business functions and operations. Every group

**STIMS Institute assists core capabilities across three key dimensions-people, the business function and their outcomes expressed through business/enterprise capabilities**

needs a leader who can lead from the front, so do the SBUs; thus the leadership team of each SBU has been identified from senior management of MGT with rich knowledge and experience supporting them. With this new structure in place, MGT looks forward to delight its customers and it will benefit and create opportunities for employees and their career growth.

