

OPERATIONS MANAGEMENT DEVELOPMENT PROGRAM (OMDP)

As we evaluate applicants for our Operations Leadership Rotational Program, we will be looking for individuals who demonstrate GALLO corporate values, key skills, and behaviors aligning with the Operations organization and placement opportunities.

EXAMPLE ROTATIONAL OPPORTUNITIES



OPERATIONS LEADERSHIP

- Develop leadership skills by managing teams of various sizes. Responsible for guiding the process, working cross functionally to create process improvements, optimizing delivery, developing Team Members, and managing performance.
- Team Lead Locations could include:
 - Harvest Sites
 - Warehouse
 - Bottling

MAINTENANCE & CONTROLS

- Oversee a maintenance team, working closely with production and engineering teams to identify and resolve issues related to equipment and machinery. Implement preventative maintenance programs to ensure that equipment is well-maintained and downtime is minimized.
- Example work Includes:
 - Maintenance team lead
 - Reliability Engineer

OPERATIONS SUPPORTING FUNCTIONS

- Learn key functions that support the core operations functions ensuring the safety of our people and customers, quality of our product, and development of standard work to provide training support.
- Examples include:
 - Quality Analyst
 - EH&S Specialist
 - Facilities Management
 - Training, Learning, and Development

CONTINUOUS IMPROVEMENT

- Learning lean manufacturing and six sigma principles to identify opportunities for improvement in manufacturing operations and implementing changes to optimize efficiency, reduce waste, increase productivity, and enhance quality.
- Examples Include:
 - Lean Six Sigma Blackbelt
 - Winery Systems Engineering
 - Continuous Improvement Team Lead

Demonstrates Key Skills & Behaviors



OWNERSHIP

- Set high expectations
- Drive candid discussion
- Focus on improvement
- Drive accountability for self and others
- Prioritize high value work



INTRAPRENEURSHIP

- Display an entrepreneurial mindset (driving Innovation) in an established company
- Think boldly
- Take appropriate risks, while learning from mistakes
- Show initiative



CURIOSITY

- Continue to build knowledge and skills
- Apply learnings
- Interest in the broader landscape of the alcohol beverage industry



ANALYTICAL THINKING

- Identify and define problems
- Generate insights & key learnings from data
- Develop hypotheses and recommendations
- Confidently present insights and findings to team



BUSINESS ACUMEN

- Demonstrate strong communication skills (written and verbal)
- Basic understanding of financial concepts
- Effectively collaborate
- Identify potential risks and opportunities

Exhibits our Corporate Values of **Integrity, Respect, Humility, Innovation, Commitment, and Teamwork.**