

Learn About ProTech

ProTech is a global manufacturer of automation equipment and precision components used by clients in automotive, aerospace, and heavy machinery industries. The company's headquarters are in Cincinnati, Ohio, and they have production facilities in the United States, Germany, and Asia where they employ over 8,000 employees.

ProTech manages their functions through dual reporting relationships where employees report to functional managers (Head of Quality or the VP of Engineering) and project managers for specific programs or new products.

Each product line is worked on by cross-functional teams with representatives from Design, Procurement, Production, Human Resources, and Corporate. These are often a mixture of virtual and in-plant teams.

ProTech has clearly defined authority levels with established tiers, where promotions and decision making are top-down and tied to title and tenure within the organization.

Given the nature of their work, there is strict adherence to industry standards and title control governed by regular audits and quality assurance of each department.

Their communication also flows from the top down. Managers communicate instructions through meetings and formal memos. Team leads escalate issues up the chain of command.