

## Regional Training Program Elements and Challenges

### OUTCOMES

#### Elements

- Certificate & Curriculum Completions
- Support of On-Boarding

#### Challenges

- **No common standard**
- **No assurance of qualifications**
- **No link to strategic plans**
- **No Management or Team Development**
- **No Knowledge Transfer**
- **Limited Lean/6 Sigma Capacity**

### FEATURES

#### Elements

- Funding
- Scheduling
- Job Description Fulfillment

#### Challenges

- **No project support**
- **Low priority against operational deadlines**
- **Value accrued to individuals rather than work centers or the enterprise**

### FUNCTIONS

#### Elements

- Structure
- Input from Recruiting Program
- Demographics
- Admin Support
- Resources
- Alignment to Strategy

#### Challenges

- **No common structure**
- **Recruiting process unreliable**
- **Demographics demanding cultural changes**
- **No common database tools or job description standards**
- **Resources duplicated**
- **Not aligned to strategic objectives**
- **Not managed as a capital investment**

# Regional Training initiative Structure

## Recruiting/Training Pipeline

- Collect workforce requirements regionally
- Establish common job description standards
- Integrate On-Boarding and Basic Skills Training
- Link Trade Skills Certification/Qualification
- Network K-12 Systems, V3 Program

## Customer-Centered Culture

A systems approach to leadership, integrating customer priorities with:

- Strategic Objectives
- Existing change Initiatives
- Performance Measures
- Innovation
- Knowledge/Product Design
- Employee engagement
- 8 dimensions of Excellence

## Team Capacity for Workcenter & Strategic Projects

- Project Designated with Monetized Objective
- Teams of 3 to 6 Members
- Curriculum:
  - Establishing Your Vision
  - Fundamentals of Business Planning
  - Leading & Inspiring Others
  - Communication for Clarity
  - Developing total Teamwork
  - Making Decisions - with Confidence!
  - Measuring Performance
  - Managing & Overcoming constraints
  - Planning & Organizing Your Work
- Mentored Project Execution
- Short Term ROI

## Shared Resources

- Collect training requirements into a common database with a scheduling calendar posted on the Community of Practice web site.
- Coordinate providers and facilities to accomplish training at minimum cost.
- Conduct a workshop on Job Description principles/techniques to develop best practices among enterprises regionally.
- Establish a Community of Practice to manage regional organizational productivity improvement

## D M A I C Cycle

DEFINE  
MEASURE  
ANALYZE  
IMPLEMENT  
CONTROL

- Program Elements
- Customer Desire Elements
- Regional Potentials
- Proposal for CEOs
- Community of Practice Charter