



How to Engage your Employees Inductively!

A great start to the South Australian Region, 2006 TPM³ Learning Group Network Meeting (LGNM) program, with the first of five meetings being hosted at **Boart Longyear's** Mitchell Park site on Wednesday 15 February 2006.

Fifteen delegates from number of companies including, Coca Cola Amatil, Coopers Brewery, Holden, NCI Packaging, Orrcon and Precise Tooling, actively participated in the following meeting proceedings, Plant Tour, Presentation (Inductive Vs Deductive Culture Change), Learning Group Activity and a Discussion Forum

This year's LGNM theme of:-

“Unleashing the Full Potential of Your People, Equipment & Processes in a Lean Environment”, was kicked-off with the first meeting topic of **“Engaging your Employees”**

This meeting was the first to be conducted with the new “Learning Group” format, which focuses more on participation, learning and networking. The feedback from delegates was very positive and many enjoying the Learning Group activity most of all.

To assist in the explanation of Deductive and Inductive engagement of employees, the presentation started with a role-play conducted by Larry Mazza (TPM³ Regional Manager SA&WA) and Joe Tyney (TPM³ Senior Navigator) demonstrating the differences between the two styles. The presentation then went on covering the following key points, definitions of Culture, Deductive and Inductive, Creating a Inductive Environment, Leadership and Key Learning's

On completion of the presentation the delegation was divided into three Learning Groups and given the opportunity to put the theory into practice with a group exercise on how to implement Work Area Management (WAM) / 5s inductively. Each group was provided with a layout of a Defined Production Area and was given 20 minutes to develop an implementation plan by listing at least five key points.

A member from each of three Learning Group gave a five-minute presentation on their team's implementation plans. Here is a summary of some the key points presented and discussed.

- Address the “What's In It For Me” for employees
- Involve all employees (all shifts) in the area to create ownership.
- Ensure good, clear and precise communication between everyone involved.
- Provide teams with adequate support and resources (time, labour & dollars).
- Provide well-defined mandates and boundaries for each team.

A LGNM Reference Folder was presented to each of the member companies at the meeting, which included delegate contact details, presentation notes, relevant TPM³ / Lean technical papers and articles. Members will be encourage to bring their folder to subsequent meetings and thus build up a collection of TPM³ / Lean reference material over the year to assist their company's journey to World Class Performance.

Once again thanks to Boart Longyear for being this years first host site and a special thank you goes to Neil Sizer, Richard Forbes and Tim Hornhardt for all their hard work in making the meeting happen.



Back left is Tim Hornhardt (Boart Longyear), hiding is Gilbert Bruton (Coopers Brewery). Front left is Tony Gilham (Coca Cola Amatil) and Neil Sizer (Boart Longyear) to the right.