

HOUSE OF WORKFORCE

*Understand the key components and
benefits of Workforce Development*

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Igniting Illinois Manufacturing Excellence and Global Competitiveness



With more than 50 full-time staff and partners positioned statewide, IMEC assists more than 1100 companies each year with successful improvement and innovation projects.



2020 Client-Reported Impacts



\$1,565,873

Aggregate New & Retained Sales



6,176

Jobs Created & Retained



1,144

Companies Assisted



\$79,640

Average Cost Savings



19:1

Return on Investment

\$646,455,900

Aggregate Impact to
Illinois Economy

**Reported on annual NIST-MEP manufacturing survey*

Agenda

1. Workforce Development Overview
2. House of Workforce
 - Foundation
 - Blocks/Elements
3. Benefits of Workforce Development
4. House of Workforce Assessment
5. Next Steps



Workforce Development

People are an organization's most valuable and variable resource. IMEC takes great pride in helping others learn ways to develop the "human" resource to achieve enterprise excellence.

Excellent results and recognition lead to improved business competitiveness and growth. IMEC has had the good fortune to lead and experience this firsthand with our clients. It is extremely gratifying to achieve this with your team".

Workforce Development

Variable and Valuable Resource

Made up of physical, mental, and emotional elements. People have questions and want information. This also varies by person.

Need understanding to be powered on, motivated, and inspired.

What am I supposed to do?
How am I supposed to do it?
Why am I supposed to do it?
What's in it for me?

Max output is not clearly defined and/or known, even to themselves. People's min and max output has a broader range.





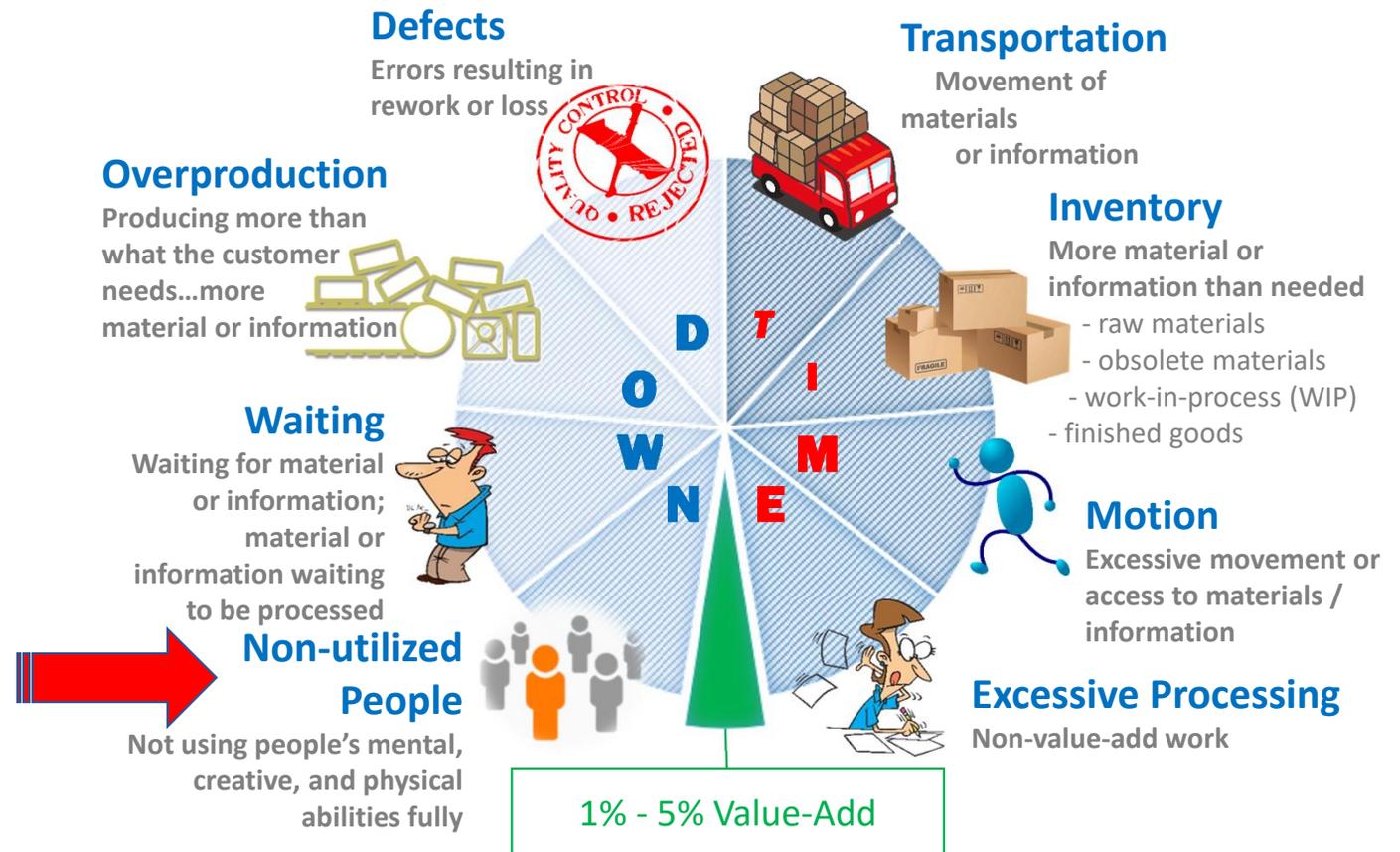
Workforce Development

Workforce definition- the people engaged in work or available for work in a particular company or industry.

Workforce Development definition- the process of training and developing individuals to be more productive and prosperous in the workplace. The focus is on people not business.

8 Wastes | Non-value-add

Typically,
8 Wastes
represent the
Non-value-add.



8 Wastes | Non-value-add

Causes of Non-utilized skills & talent

- Assigning workers to the wrong task
- Requiring unneeded tasks
- Poor communication
- Lack of positive leadership
- Lack of teamwork
- Inadequate training
- Little employee engagement and input

Workforce Development Challenges

Challenges are opportunities for improvement. This improvement can be business and personal growth leading to excellence.

Challenges do not go away on their own. Develop strategies to use the tools and resources to overcome the challenges.



Workforce Development



The House of Workforce is designed to show the Foundation and Key Components for Workforce Development.

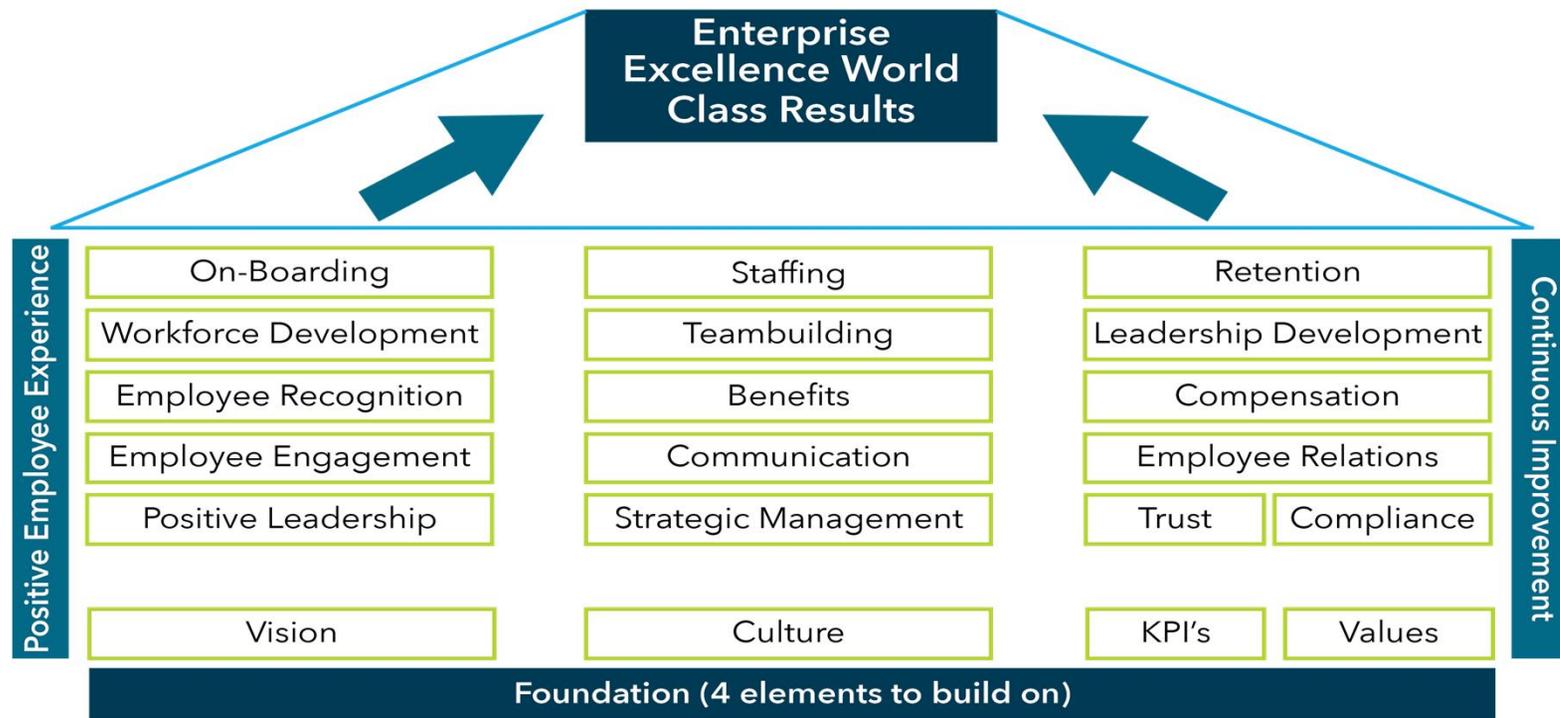


Like a house there are many inputs for Workforce Development.



The House of Workforce can be used to assess current state strengths and weaknesses, prioritize and strategize the improvement activity. This could range from preventative maintenance to high-risk urgent needs.

House of Workforce Excellence



With the Foundation in place the blocks can be added to build the structure to achieve Enterprise Excellence.

House of Workforce Excellence

Like a home many components, blocks, and pieces must be designed (blueprint), planned, aligned, and put together on a schedule.

The plan can be modified to buyer preference.

The process makes it less overwhelming, results can be measured, and plans adapted if needed to finish the job successfully.



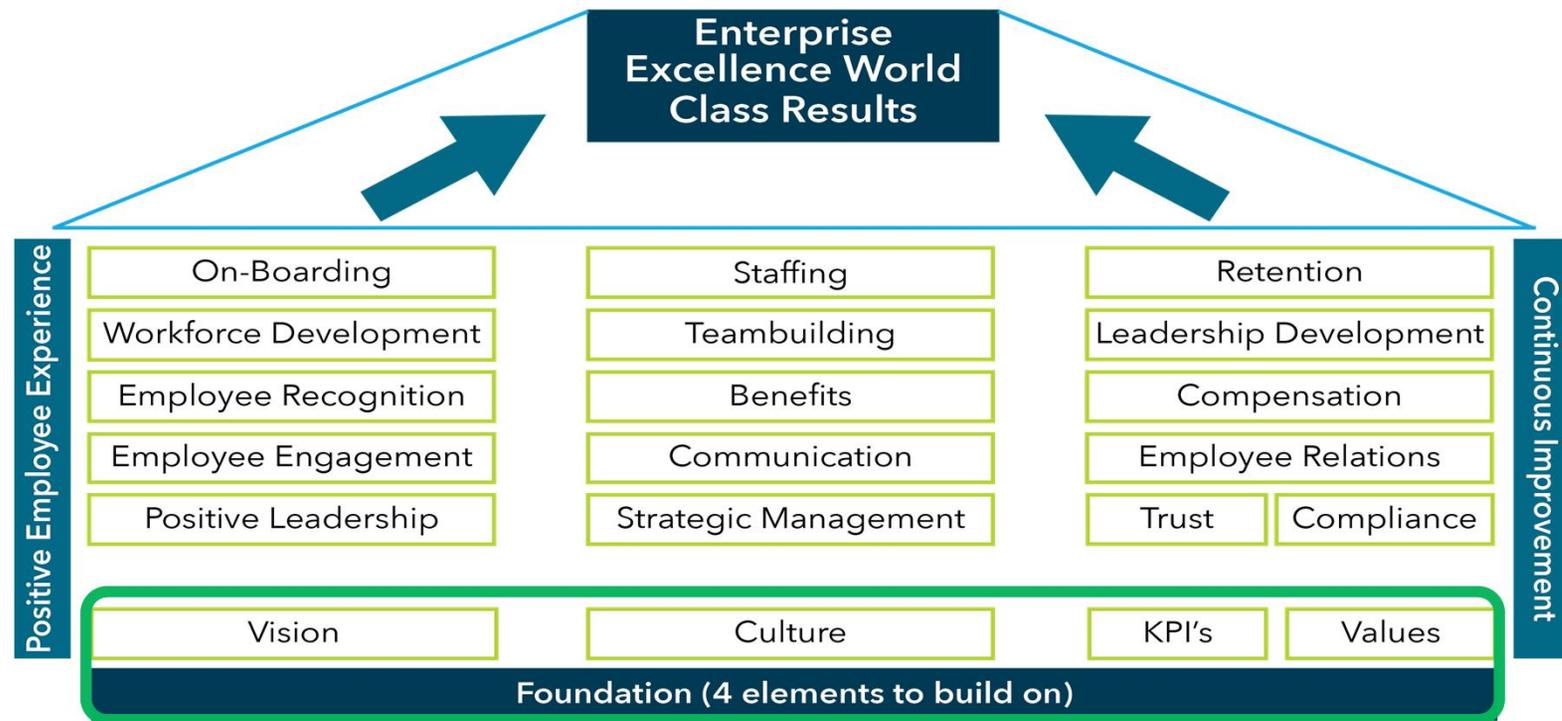
House of Workforce Excellence

In many cases the house is already built, and the owner must have the home inspected to assess the current state of the key elements.

- ***Is the foundation strong?***
 - The foundation is the key to build upon.
- ***Are there any critical or high risk areas/blocks?***
 - These will need to be prioritized.
- ***All is good but the owner has a desire to maintain and make improvements or preventive maintenance.***



House of Workforce Excellence



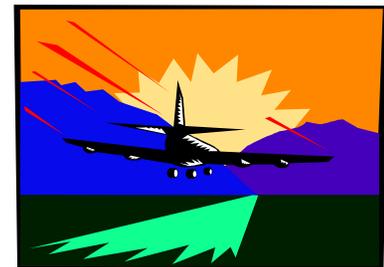
With the Foundation in place the blocks can be added to build the structure to achieve Enterprise Excellence.

What is a Company Vision?

The Company Vision provides the long-term destination for the company. It reveals the “where” of the company. The team knows where they are going.



Start with the end in mind.



What is Workplace Culture?

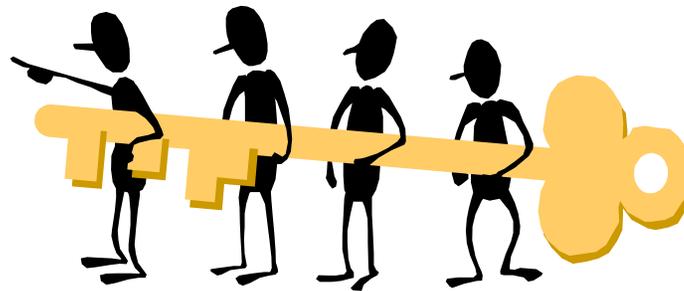


The attitudes and behaviors of a company and its employees. It is evident in the way an organization's people interact with each other, the values they hold, and the decisions they make.

Workplace Culture

The culture is linked to leadership.

- What is required and/or allowed.
- What people do without being told.



Workplace Culture

In many cases the workplace culture is not managed by leadership.

A workplace culture can be positive or negative.



Workplace Culture

Benefits of a Positive Workplace Culture

- ✓ Improved Teamwork
- ✓ Improved morale
- ✓ Increased productivity & efficiency
- ✓ Improved retention- especially with A players
- ✓ Enhanced job satisfaction & collaboration
- ✓ Improved KPI's and results
- ✓ Positive company image- internal & external

What are KPI's?

Key Performance Indicators (Metrics) measure progress towards achieving the vision.

“Mile Markers” “Scoreboard”



What are Values?

Workplace values define what is acceptable behavior and what is not. They are the guiding principles about the way the company works. Values are used to choose between right and wrong at work.

Leader's actions must set the example.

What are Values?

Values guide daily behaviors and actions

“Boundaries”



House of Workforce Excellence

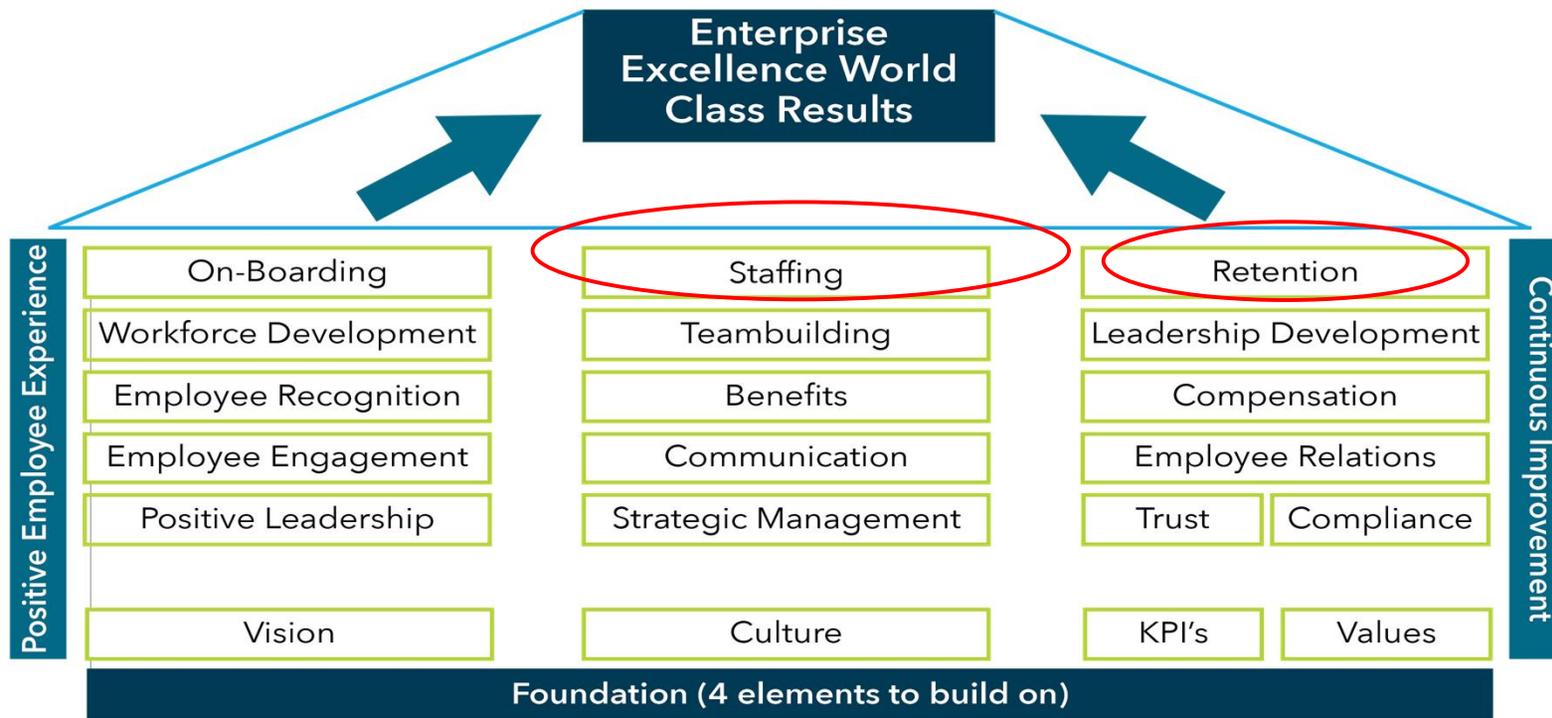
Enterprise
Excellence
World Class
Results



Is the foundation strong? The foundation is key to build upon.

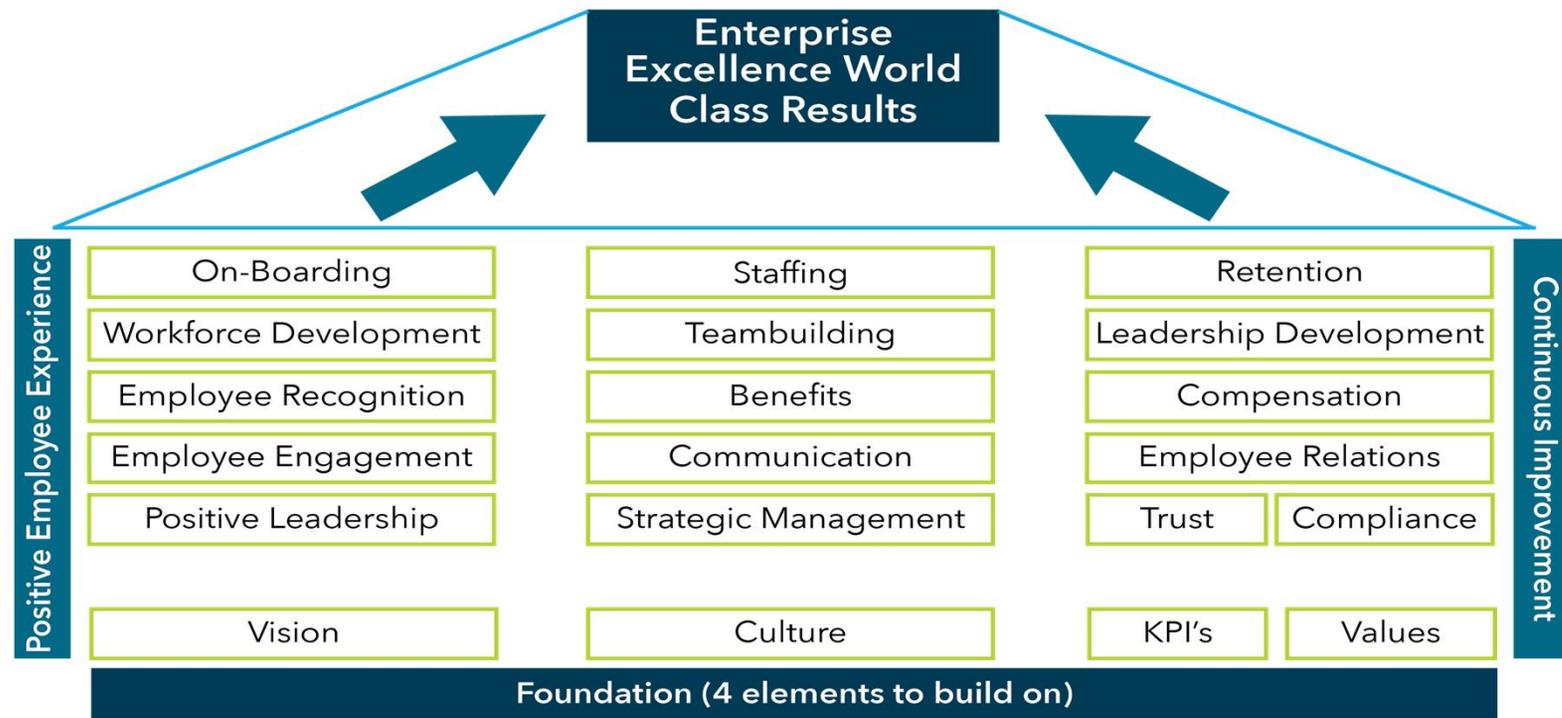
Vision	Culture	KPI's	Values
Foundation <i>(4 elements to build upon)</i>			

House of Workforce Excellence



Are there any business critical high risk areas?

House of Workforce Excellence



With the Foundation in place the blocks can be added to build the structure to achieve Enterprise Excellence.

House of Workforce Benefits

- ✓ Reduce/eliminate the 8th waste
- ✓ Improved performance- safety, quality, delivery, productivity, and profit
- ✓ Increased job satisfaction and collaboration
- ✓ Improved morale and teamwork
- ✓ Improved retention- especially with A players
- ✓ Enhancements in innovative thinking
- ✓ Proactive, not reactive problem solving
- ✓ Positive company image- internal & external

How IMEC Can Support



IMEC has developed House of Workforce training material with an assessment applicable to any manufacturer.



The House of Workforce information and training will be provided to assist the client with their House of Workforce inspection/assessment.



Based on the assessment IMEC can lead and assist in developing a strategic improvement plan.



The first step is to ensure the foundation (culture focus) is strong.



High risk blocks/elements can also be assessed and if business critical IMEC can provide resources to develop a strategic improvement plan and provide on-going support on your organizations journey.

House of Workforce Assessment Process



What an IMEC House of Workforce Assessment Looks Like

- A typical assessment takes 4-8 hours of on-site training and tours.
- During the tour of the shopfloor, observations will be made, and questions may be asked of employees to provide insight on culture of the operations and house of workforce blocks.
- Discussions with the management team will provide additional insight to the current state. This will develop a baseline.
- A final report will be generated identifying strengths, weaknesses, opportunities, and suggestions for next steps.

Let's use the tools to Build YOUR house!



Thank You!

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IMEC 

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