



Solutions in Workforce

*How do you build an effective
and supportive workforce
environment?*

*How do you engage your
workforce to achieve a high-
performance environment?*

Training Within Industry Job Methods

The Job Methods (JM) module prepares supervisors how to plan to produce greater quantities of quality products in less time by making the best use of the people, machines and materials that you currently have available.

LEADERSHIP PREPARATION

An IMEC Certified TWI Facilitator will spend time with the company's leadership to help prepare the expectations for TWI implementation. In this time, we will work to clarify the project objectives, determine the role of leadership's support and set expectations for sustaining benefits.

HANDS-ON TRAINING

Training is delivered in five sessions, over consecutive days, for a minimum of 6 and up to 10 participants (management, supervisors, leads, and anyone who has the authority to implement changes). Day 1 is 4 hours, day 2 is 3 hours, day 3 is 2 hours, day 4 is 2 hours, and day 5 is 2 hours. The training method consists of going to the actual production floor and identifying an individual project then emphasizes the TWI "4-Step Method" breaking down the job, questioning every detail, developing a new method and applying the new method. Unlike many other training programs, the TWI "learn by doing" methodology requires participants to put what they learned in class immediately to use in the workplace. Creating and sustaining an atmosphere of continuous improvement requires a substantial commitment to cultural change.

30-DAY REVIEWS

IMEC's TWI coach will meet with leadership and supervisors to assess progress and help sustain learning. During the follow-up assessments, we'll be able to identify obstacles to success, pursue solutions to overcome challenges and modify implementation plans as necessary.

Additional Support

Supervisors will create breakdowns and drawings of the current and proposed method, and present the proposed approach to upper management as part of the training. In some cases, highly complex processes require additional time and support to create accurate Job Method improvements. Time allocated for this support will be estimated, discussed and agreed upon by the leadership in advance of being allocated and charged in addition to the fee for this project.

Benefits of TWI-JM

- Increased throughput
- Improved quality
- Reduced costs
- Reduced WIP and inventory
- Improved work environment (ergonomics, safety, etc.)
- Shortened on-boarding time for new employees

TWI can add dollars your bottom line. IMEC has worked with many companies that have reported on impacts that resulted from the use of these powerful tools. Over the 10 years IMEC has provided this service, the following average reported impacts have been realized:

- \$250K new or retained sales
- \$451K new investment
- \$293K cost savings
- 6 new or retained employees



For more information, contact IMEC at 888-806-4632 or info@imec.org.