



SHOPFLOOR MANAGEMENT

Learning Area:
Employee development

Learning unit:
Overview

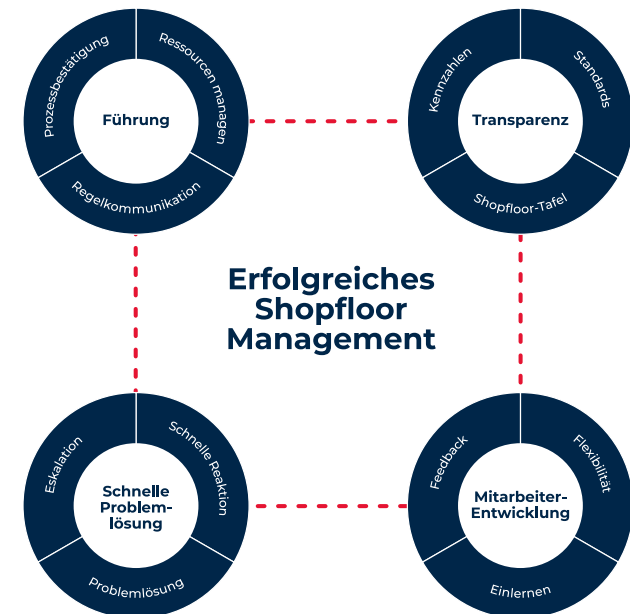


What is the importance of staff development?



Think about it in terms of...

- ... the results & processes
- ... the employees
- ... the manager
- ... the further development of the company

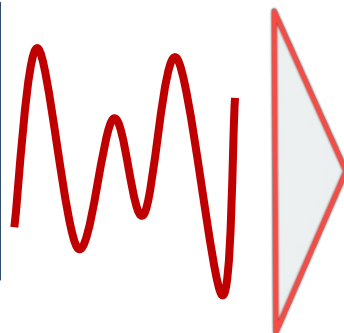
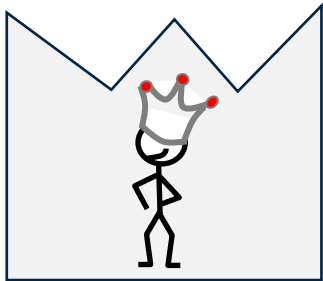


Repetition : The client specifies what flexibility is required

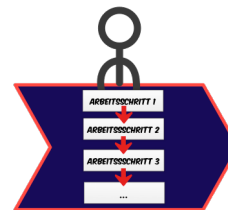
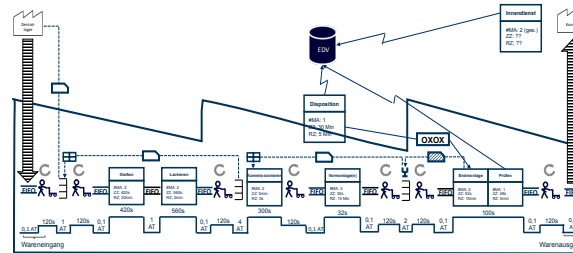
Adapt processes flexibly to customer demand

Standard = Best, known procedure

Customer



Value stream/process

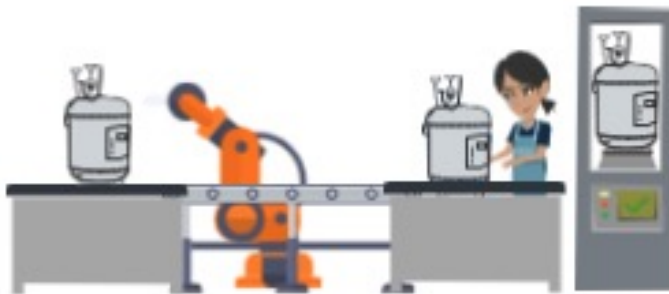


Standards

The more customer-oriented the company, the higher the demands on employees.



Process



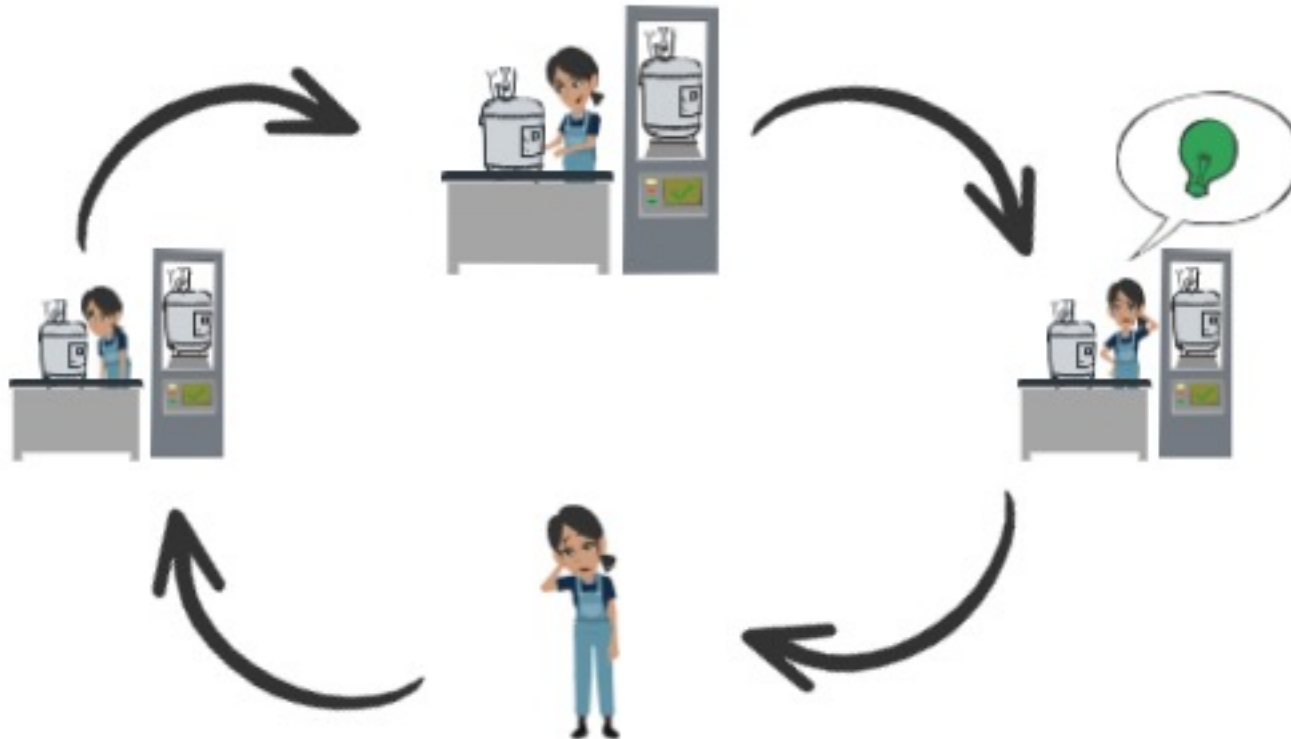
Result / Standard

Wie muss der Prozess ablaufen, um das gewünschte Ziel zu erreichen?

Produktname		Produkt-Nr.		Produkt-Menge		Produkt-Einheit		Produkt-Status	
Produkt-Code		Produkt-Name		Produkt-Menge		Produkt-Einheit		Produkt-Status	
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									

Importance of learning

The problem

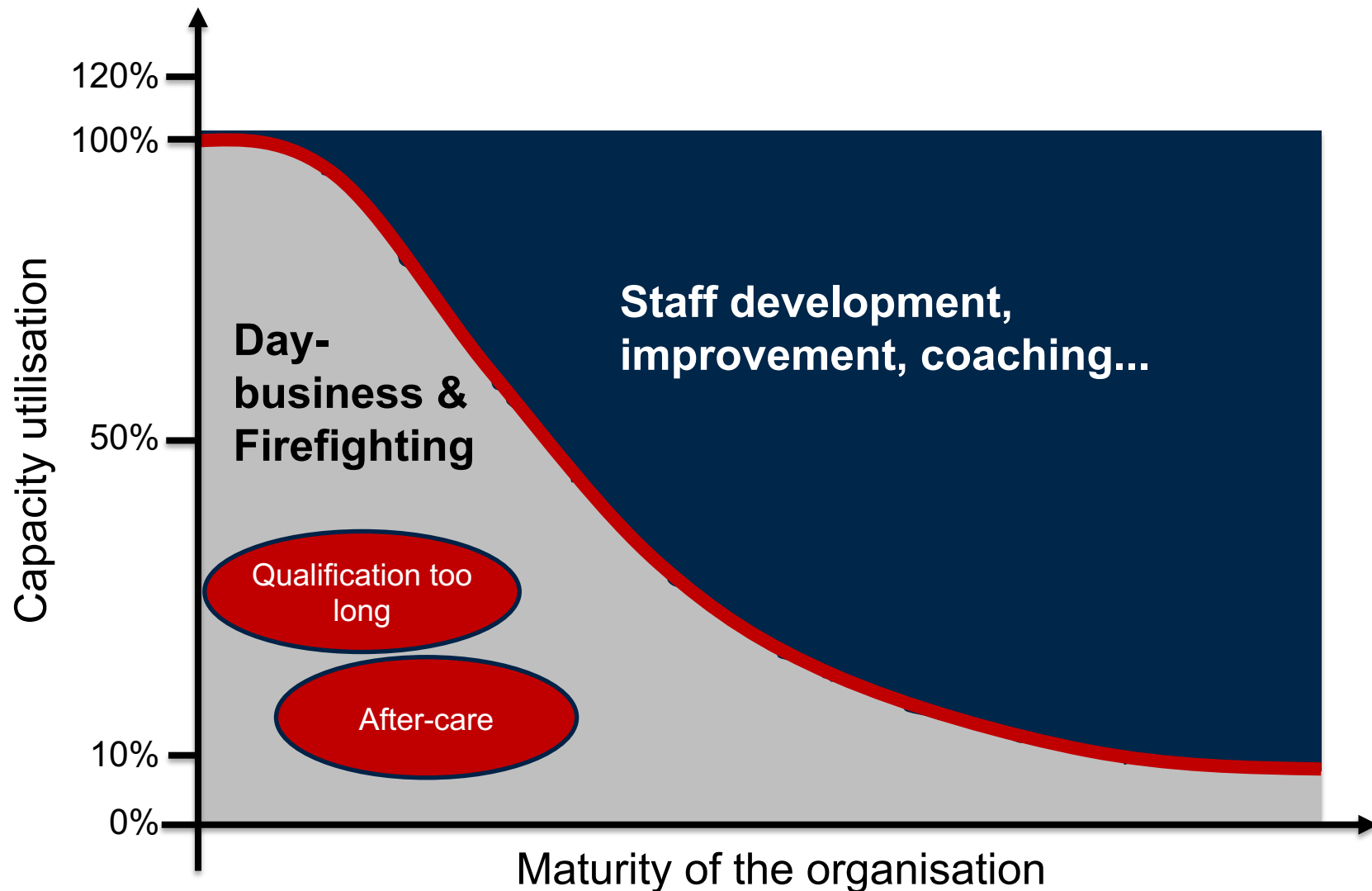


Standards simplify work and generate speed



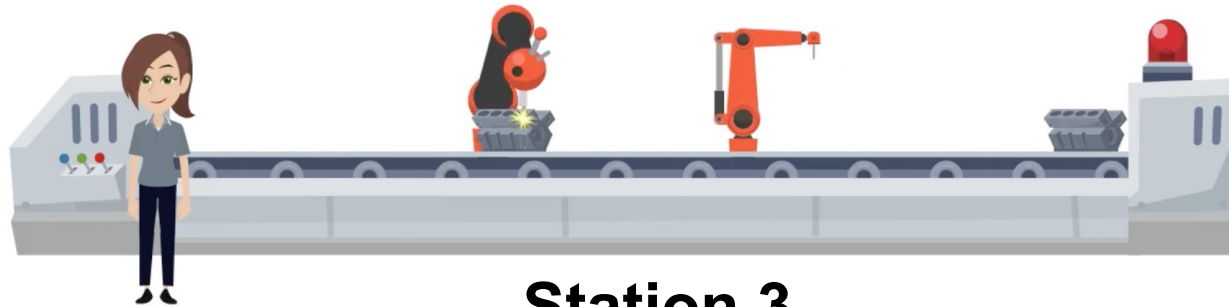
Importance of learning

The problem



Developing people successfully

Tools for staff development



Station 3

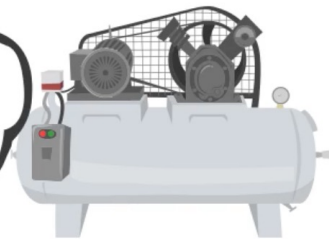


Station 1



Qualification
matrix

Development
plan



Station 2

Developing people successfully

Tools for staff development

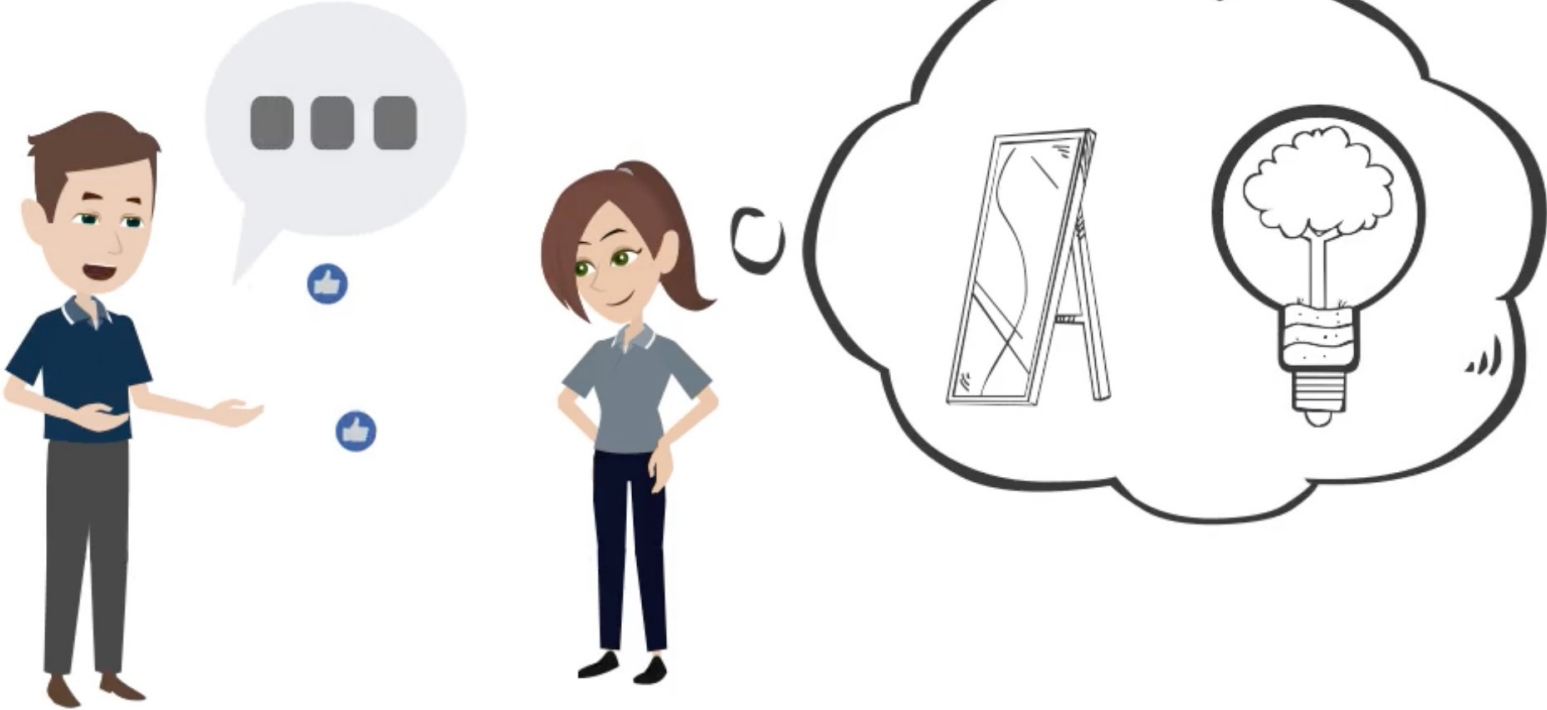


Targeted teach-in



Developing people successfully

Tools for staff development
Hilfsmittel zur Mitarbeiterentwicklung



Regular feedback

www.LernWerkstatt.com 09:35

Einlernen - Überblick

Increase flexibility

A question of entitlement

Hobby or professional



Objective of good learning

Achieve peak performance



Skills / Strengths
Strengths



Sense of purpose



Independence / self-responsibility



Staff development

It all depends on the perspective

