

Total Employee Involvement

Course Description

When an organization truly wants to create a positive work environment that is based on high trust, exceptional customer service, collaborative teamwork, operational excellence, and creative problem solving, then the leadership team must begin to understand, invest in, and be responsive to the needs of the group that represents the organization's most valuable assets, and is also one of its most important customers, the employees. The return on such nominal investments will come in the form of higher levels of employee motivation, creativity, productivity, and commitment that will move the organization forward with greater profitability. Employee involvement has increasingly been recognized as important for improving both quality and cost effectiveness.

Course Objectives

- To increased capacity since the line can produce for more hours instead of being down for changeover
- Additional production flexibility - reduced changeover time will be less of a constraint on meeting production schedules
- The ability to reduce inventory - reduced changeover cycles permit production departments to package smaller lots in accordance with customer demands. With the proper planning model, this can lead to a decrease in inventory investment

Course Content

Module 1:

- The Development of Organisational Strategies in industrial history
- Scanning an Organisational Structure and Defining a HR Management Strategy
- Harmonising HR Management strategy with enterprise's culture, management style, approach to clients, approach to suppliers, and method of Operations.

Total Employee Involvement

Module 2:

- TEI - Total Employee Involvement - is the "state-of-the-art" discipline for people management
- People performance - main parameters
 - Quality
 - Productivity
 - Responsibility and Accountability
 - Creativity
 - Challenge
 - Why people "don't perform"
- "Suggestion box" scheme to Total Participation
 - Generation of interest and involvement in people
 - What is the secret, missing ingredient?

Module 3:

- The Kaizen approach: continuous, systematic improvement through people and their brain-power.
- Organisational Groups:
 - Teams
 - Project Teams
 - Improvement Teams
 - Inter-functional Teams
 - Re-Engineering Teams
 - Basic rules and principles for efficient and effective team-work

Module 4:

- Value Adding Management basic concepts to people
- Insert people in Value-generating processes
- The multi-skill, multi-function factors
- Empowerment

Module 5:

- The Figaro model for Total Employee Involvement
- The ice-cream vendor model for Total Employee Performance

Total Employee Involvement

- Harmonising all productive Resources
- Job satisfaction

Course Duration

Two Day

Other Details:

- Payment to be made within 15 days from the date of the invoice.
- All payments must be made by cheque/online transfer etc., drawn in favour of Sieger Training India. Sieger will charge on INR basis only.
- Overseas clients will have to take care of all the training materials directly as briefed by Sieger Training. However, Sieger can procure some (which can be transited) not all, on behalf of the client but any additional charges for custom clearance must be taken care by client only.
- Facilitators Travel, accommodation & Food must be taken care by the client (wherever necessary)
- Clients will have to arrange LCD, Speakers, Mike on their own.
- Cancellation of confirmed programmes shall be intimated one week in advance else 50% of the total charges shall be applicable.
- Client will recognize the intellectual property rights of Sieger Training and such materials are not to be copied without prior written approval of Sieger Training.
- Take all responsible steps to hold all Sieger Training copyrighted materials confidential to Client.
- Guarantee that no training will be conducted using Sieger Training concepts or material is carried out for employees of Client and Client shall not use Sieger Trainer's without the knowledge of Sieger Training Consultants (P) Limited.
- Ensure that any materials of Sieger Training supplied to internal employee(s) are retained by Client and or returned to Sieger Training if the employee(s) ceases to be employed by the company;
- Ensure that no substantive modification of course design or content occurs without the prior written permission of Sieger Training, which shall not be withheld unreasonably;
- Treat this agreement as confidential and not divulge its contents to third parties;
- Inform Sieger Training of any internal procedures for the payment of invoices.