

To Change or Not To Change

TWI Summit
Orlando, FL
May 6, 2008

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Work From This Outline - Don't Trust To Memory

Confidence and resourcefulness in how to proceed, not standardized solutions and rules, are developed.

Job Methods Session Outline and Reference Manual, p2

“Development work will continue as long as TWI exists because no program is ever perfect and no program is any good if it fails to meet needs. Since needs change, any program must be kept growing.”

- Dietz, Walter; *Learn By Doing - The Story of Training Within Industry*; Dietz, 1970; p 31.

What is Not Sufficient

- All Institutes conducted by TWI Staff or Certified Plant Representatives
- All 10-hour sessions conducted by Certified Trainers

RESULTS:

Numerous variations from trainers in east & mid-west

Solution

1. Understand the principles & strategy and alter training to accommodate the company
2. Measure results

Program Objectives

“The trainer has just three objectives:

1. To interest people in learning the method
2. To help them learn the method, and
3. To get them to want to use the method.”

TWI Final Report; pages 164-165

Strategy

Four elements to insure training:

1. Motivation
2. Reinforcement
3. Retention
4. Transference

Strategy

Ten Tips For Better Training

1. Get their attention
2. Set Clear Objectives
3. Be organized
4. Be enthusiastic
5. Be relevant
6. Create a learning environment
7. Involve participants
8. Continuously check for comprehension
9. Be creative
10. Review

Principles

Problems In Supervision

(The Movie)

Same As
The JIT I Know

Different From
The JIT I Know

TWI Principles

- All who intend to use the method participate in 10-hour program
- Follow the 4-Step Method
- Use a JBS
- Identify and Enumerate IS & KP
- Use a Training Matrix

TWI Principles

- 10 Hour Program
- 5 Day program
- 10 Participants
- All Participants do a demonstration
- Coaching after training
- Management Support

Sustaining TWI Programs

1. Top Management Backing
2. Management Support
3. Line Organization Participation
4. Reporting of Results
5. Competent Coordinator

Sustaining TWI Programs

6. Good Institutes
7. Schedule for Complete Coverage
8. Coaching
9. Correct Use of the Programs

Questions - Comments - ???

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