

HOW TOP MEMBERS GET THE MOST OUT OF THEIR MEMBERSHIP



Manufacturers Alliance
Providing Training & Education Peer to Peer



Learn the steps top members take to maximize the gains they make from the training and education, included with membership.

1 PODCAST CLUB

Find 3-5 people who want to learn, subscribe to the How Manufacturers Improve® Podcast, meet for 15-20 minutes every week to discuss what stood out to you.

2 LUNCH 'N LEARN

Find 3-5 people who want to learn, subscribe to Upcoming Training & Education email updates. Meet for 30 minutes once every other week to watch a Webinar video, discuss what stood out and how the lessons learned can be applied.

3 TRAINING FOR 2ND, 3RD OR WEEKEND SHIFTS

Show team members how to access Digital Courses, schedule a time to debrief with them, ask about what they learned and what they could apply.

4 LEARN HOW YOUR CUSTOMERS ARE IMPROVING

Make a list of webinar presentations from customers, suppliers, or competitors. Watch each webinar, make a list of lessons learned from each video, share your list with your manager during your 1on1.

5 TRAINING BEFORE OR DURING A KAIZEN EVENT

Review the list of Digital Courses. Highlight the courses that support your Kaizen standard work, add them to your Kaizen prep checklist for easy access later.

6 BENCHMARK 5S

Identify a leader with a growth mindset. Have them make a list of challenges they face and topics they want to learn about. Ask them to attend a peer group as a guest, join the group if the topics the group covers align with their interest.



7 OFFER CAREER PATHS “TURN OPERATORS INTO ENGINEERS”

Make a list of people on your team with potential to contribute more. Ask them if they want to learn and earn more by developing problem solving skills. Enroll them in the Professional Problem Solver and Professional Yellow Belt Certification.

8 DEVELOP YOUR OWN INTERNAL CONSULTANT

Look up how much you spent on lean consultants last year. Identify a team member who is a natural leader, enroll them in Lean Practitioner Certification, task them with completing the work the consultant would have done. Compare the investment in them with the investment you made in consultants, keep the change.

9 ENSURE YOUR SUPERVISORS’ SUCCESS

If a technical expert wants to earn more and asks to be a supervisor, share the expectations of the role with them. If their interest continues enroll them in Supervision Fundamentals first so they can experience what it’s like to lead and have the training required to be successful.

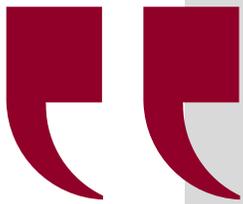
10 CREATE YOUR OWN INTERNAL UNIVERSITY

Come up with a simple name for your internal university. Have managers from multiple departments select high potential individuals. Have that cohort complete a custom certification program. Outsource all administration to a trusted training partner specific to your industry.





BEST PRACTICES IN ACTION



American Time uses the webinars in a few different ways.

The one I have found to be the most beneficial is when I use it as a training tool with **our less experienced leaders**.

We watch the on-demand webinars as a group and can **pause and talk about situations** where the information could be useful or how they might use it to make them stronger leaders.

If we get lucky, **a more experienced leader joins us**, and we have even more discussions on the featured topic.

I feel they have a greater impact on our team because they come from our **colleagues, others who are living the same professional struggles** and are willing to share what they have learned, what has worked and what hasn't.



-Stacy Gray, HR Manager