Discovering an Optimal Training Culture

Jeremy Williams, COO

Melisa Derheim, HR Director

Introduction

The past few years, we have been dedicated to building and enhancing our training programs. It has been a journey of over two years to cultivate a successful training environment, acknowledging the significance of investing in our most valuable assets – our employees. Today, we are excited to share our experiences and insights gained throughout this process.

- Key Components of an Optimal Training Culture in Rotational Molding
- Leadership commitment
- Encouraging a Continuous Learning Mindset and Investing in Training
- Effective Training Methods
- Understanding the Culture and Recognizing the Differences
- Our Success Story
- Measuring Training Effectiveness
- Overcoming Challenges
- Conclusion

Key Components of an Optimal Training Culture

- Leadership commitment
- Continuous learning mindset
- Training plans specific to your culture
- Integration with daily operations
- Continuous improvements

Rotational Molding

Leadership Commitment

Who are the future leaders of your business?

Leadership involvement and commitment are key to ensuring that training and development efforts are effective and embraced by employees at all levels.

- Sets the tone and culture
- Aligns training with organizational goals
- Increase employee engagement
- Ensures accountability
- Mentorship
- Increased interest in career development and organizational growth
- Improve employee confidence
- Promote a growth mindset

Closing skill gaps is essential for maintaining a capable and forward-looking workforce that can meet current demands and adapt to future challenges.
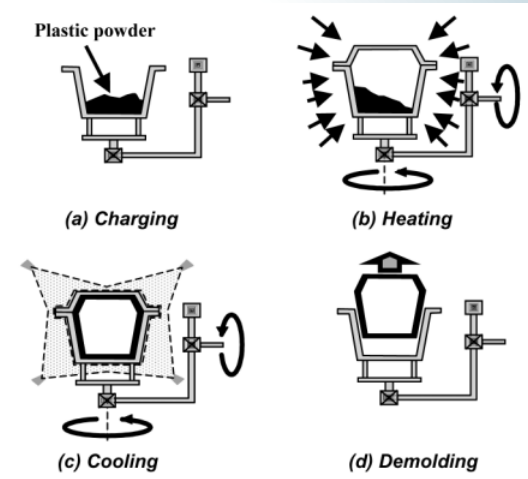
Encouraging a Continuous Learning Mindset

The art is more than the process.

The basic steps of the process:
(a) Pulverizing of resin
(b) Loading material
(c) Heating material
(d) Cooling
(e) Demolding

Learning opportunities:
(a) What type of material is being used and why?
(b) Tooling
(c) Minimizing waste
(d) Mold and mold maintenance techniques (
    cleaning parting-line, mold release)
(e) Process improvements
(e) Quality (how to identify a nonconforming part)
(f) Root cause analysis and/or correction action
(what caused the nonconformity, example, blow
holes, warpage, contamination)

Plastic powder

(a) Charging   (b) Heating

(c) Cooling   (d) Demolding

I JUST don't want to pour resin in a mold for the rest of my life...

Resin

Investing in Training

Why invest?
- Improved skill and knowledge
- Discover untapped talent
- Enhance job satisfaction
- Boost productivity
- Improve employee retention
- Future forward talent

How to invest?
- Define objectives
- Conduct skills gap analysis
- Offer diverse learning opportunities
- Create individual development plans
- Measure and track progress

Our Success Story
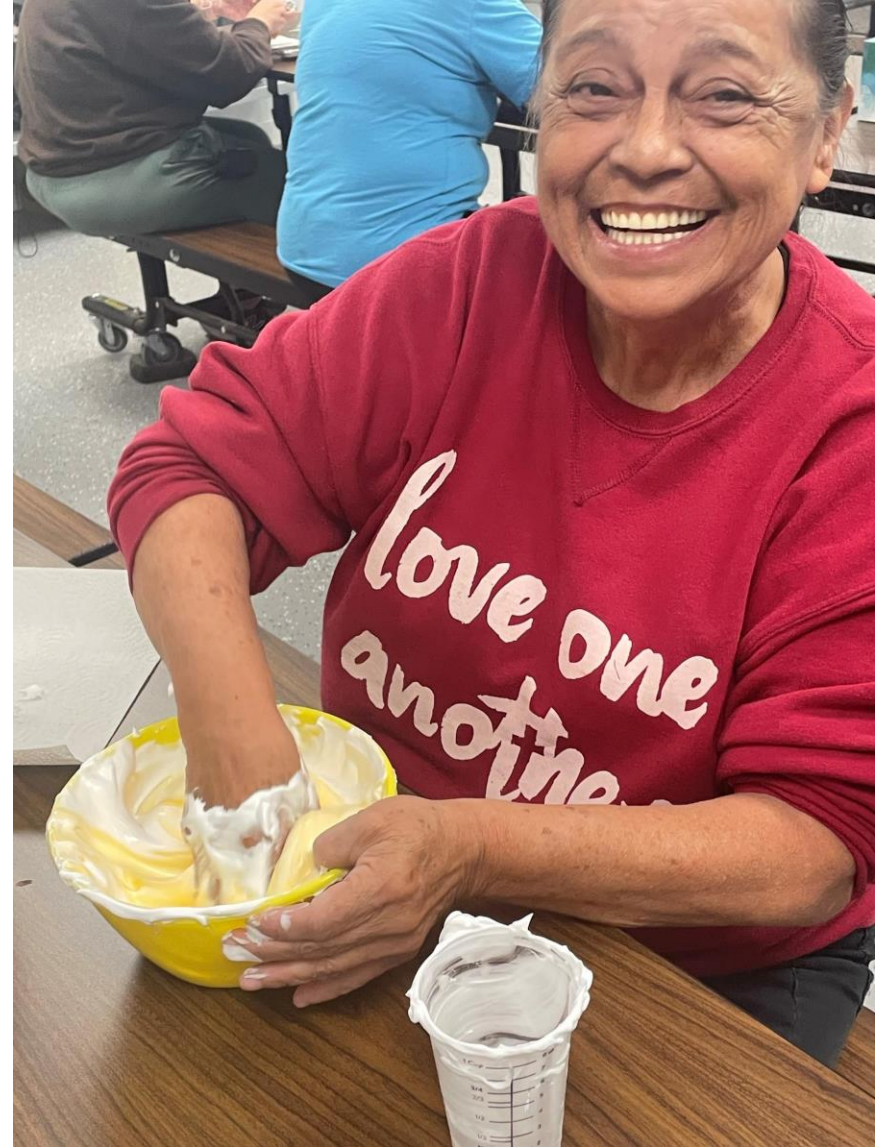
Interactive Training

AS9100/ISO Trivia

Communication

Quality

Effective Training Methods

What works for our culture. What doesn't work for our culture.

Training styles refer to the different methods and approaches used to deliver training and facilitate learning. Each style has its own strengths and is suited to different types of content, learners, and learning objectives. Here are some common training styles:

Effective:
Instructor-Led Training (ILT) - Traditional classroom-style training where an instructor leads the session in person or virtually.
On-the-Job Training (OJT) - Training that occurs in the actual work environment, allowing employees to learn while performing their job.
Simulation Training - Training that uses simulations to mimic real-life scenarios, allowing employees to practice skills in a controlled environment.
Role-Playing - Training that involves acting out scenarios to practice interpersonal skills, decision-making, and problem-solving.
Peer Learning - Training that involves employees learning from each other, often through group activities, discussions, and collaborative projects.

Ineffective
Self-Directed Learning - Training where learners take the initiative to identify their learning needs, find resources, and evaluate their progress.
E-Learning -Training delivered through online platforms, often in the form of modules, videos, quizzes, and interactive content.

Each training style can be adapted or combined to meet specific learning objectives,

depending on the needs of the organization and the learners.

Understand the Culture and Recognize the Differences

One key factor to developing a successful training module is knowing your audience. Here why:
Different learning styles play a significant role in how learners comprehend, remember, and utilize new information. You may not see the results you want by implementing a one style fits all training program.

Example: Tom is a visual learner and prefers to be the driver of all new task. Although, he has support, it is better for him to learn new steps with a more hands on approach.
Example: Emma's learning style indicates, reading/writing. She feels most confident by reading instructions step by step and taking notes. Writing notes helps her to remember the process in more detail.

VISUAL — Learn best when information is presented visually through images and graphs.

AUDITORY — Learn best through the spoken word – conversation or audio recordings.

READING/WRITING — Learn best through text, either reading it or writing notes. AKA 'verbal learning'.

KINAESTHETIC — Learn best when they can interact with their learning environment.

How to Measure Results

- Key performance indicators (KPIs)
- Employee feedback and surveys
- Continuous improvement cycle
- Annual performance reviews including training and development opportunities.
- Training plans

Measuring Training Effectiveness
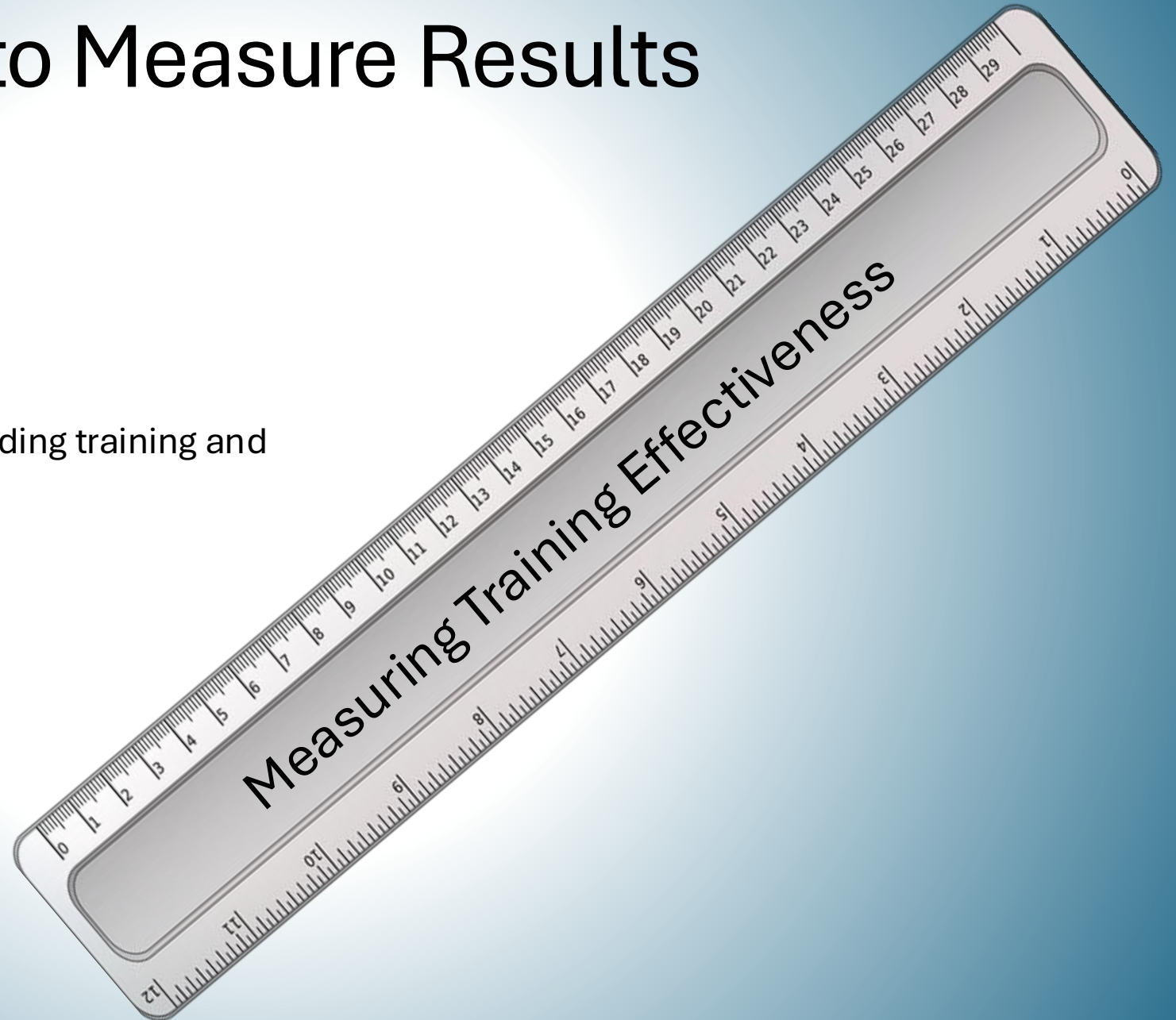
Overcoming Challenges

- Strategies to address resistance
- Consistency
- Lack of time, prioritizing T&D
- Maintaining momentum and enthusiasm
- Lack of purpose (leaders are visionary)
- Lack of discipline
- Training inconsistencies
- Lack of creativity
- Complacent training material
- Scrap Learning (80-85 % of all learning is classified as scrap learning.

"The only thing worse than training your employees and having them leave is not training them and having them stay."
-Henry Ford

Highlights and Recommendations

- Establish a training platform that sparks enthusiasm for learning among your team.

- Concentrate on areas that enhance and generate future value.

-Leadership support is essential for the effectiveness of training and development programs.

- Initiate training discussions with your team and seek their input.

-Consistency is vital.

-Ensure your training content aligns with your processes.

-Gain a deeper insight into your team, their learning styles, and what motivates them.

- Remember to have fun!

Conclusion

Q&A