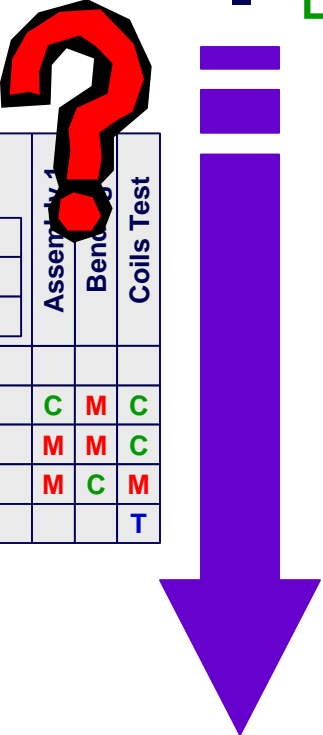


# FLEXIBLE EMPLOYEES PEOPLE WILL FLEX IF ...



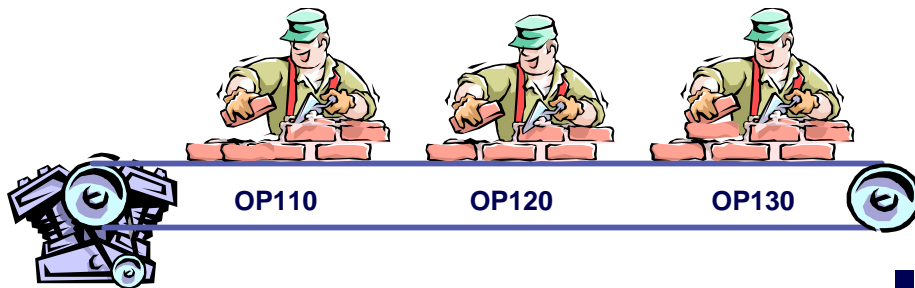
PLANT A			
T : In Training			
C : Certified			
M : Master			
	Assembly 1	Bend 2	Coils Test
François			
Alain	C	M	C
Peter	M	M	C
Zlimir	M	C	M
Henri			T

- Employees WILL FLEX if :
  - They are TRAINED :
    - Certified at MINIMUM of One-Up and One-Down Operations.
    - Understand Simple, Visual Signals. – IPK's.
    - Know How to FLEX TO THE RIGHT PLACE – Not just any Place.
  - Management Focuses on Importance.
  - ... And Recognition Exist.
    - "No Manager ever won no Ball Games".

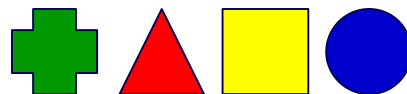
**FLEXIBILITY = INCREASE PRODUCTIVITY**

# FLEXIBLE EMPLOYEES TRAINING – CERTIFICATION

Trained and Certified

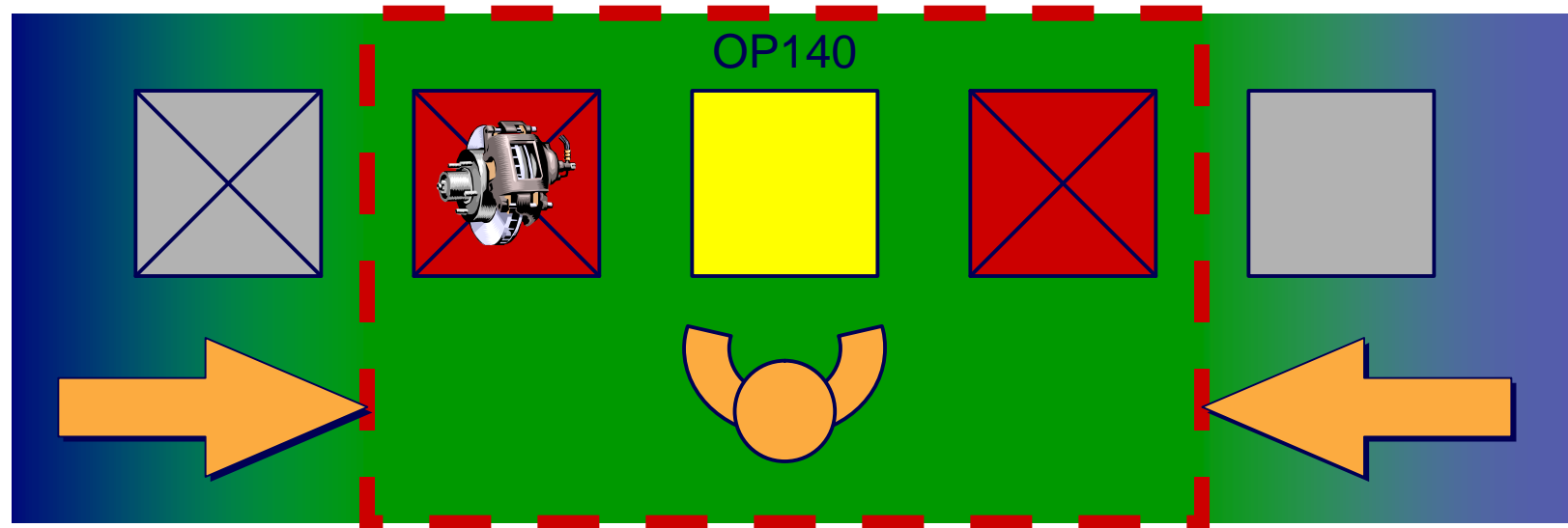
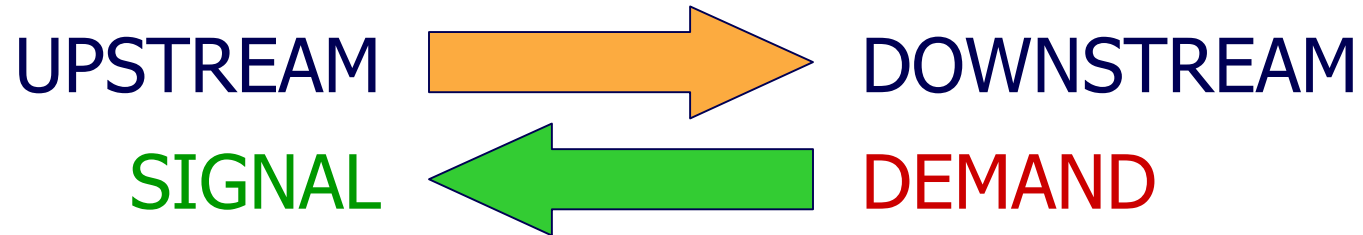


$$TAKT = \frac{H(S)}{\Sigma D_c}$$

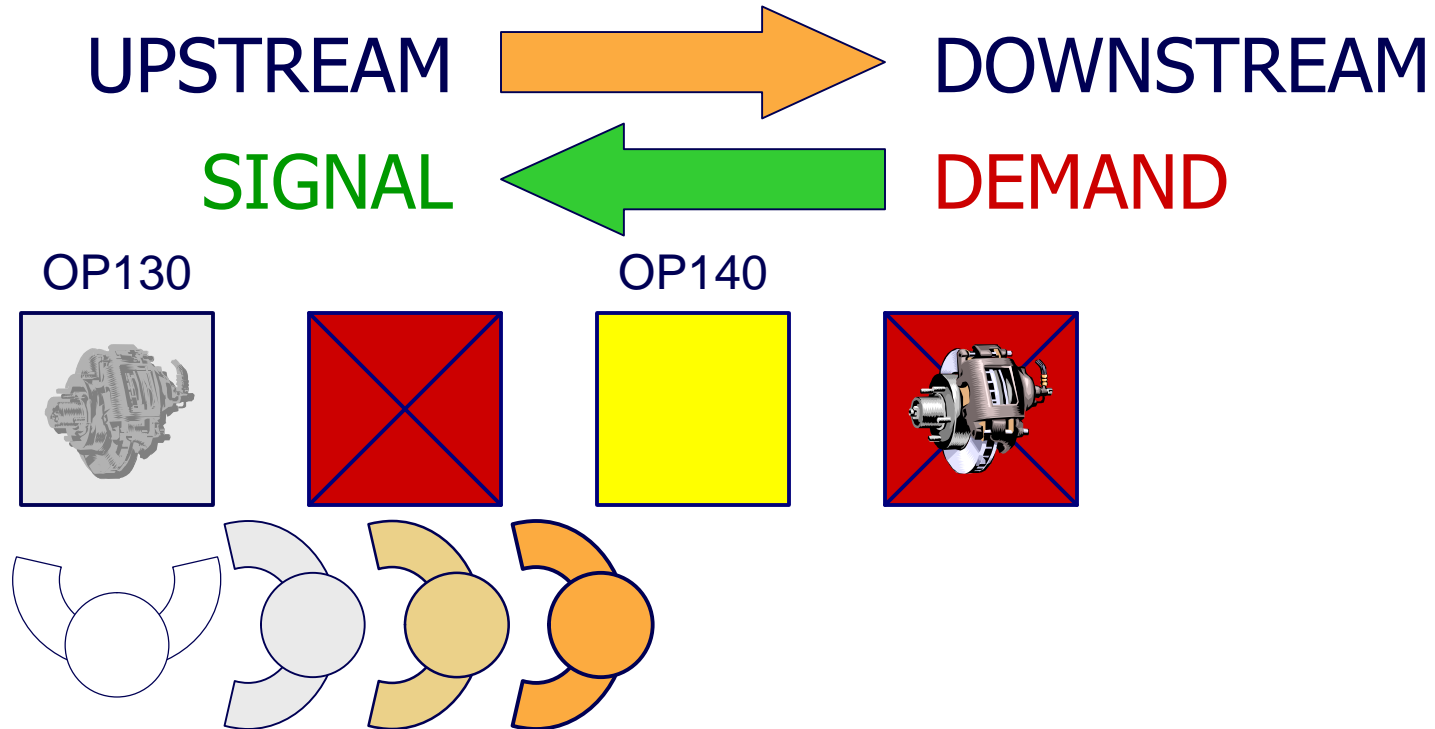


- "Off-Line" Training :
  - SAFETY INSTRUCTIONS.
  - Sequences of Events. – SOE's.
  - Quality Criteria. – **TQC's.**
  - Operational Method Sheets. – OMS's.
- "On-Line" Training under the tutelage of a Master :
  - SAFETY INSTRUCTIONS.
  - All required Work :
    - **Quality Criteria.**
    - **Within TAKT Time targets.**

# FLEXIBLE EMPLOYEES AT MY WORK STATION

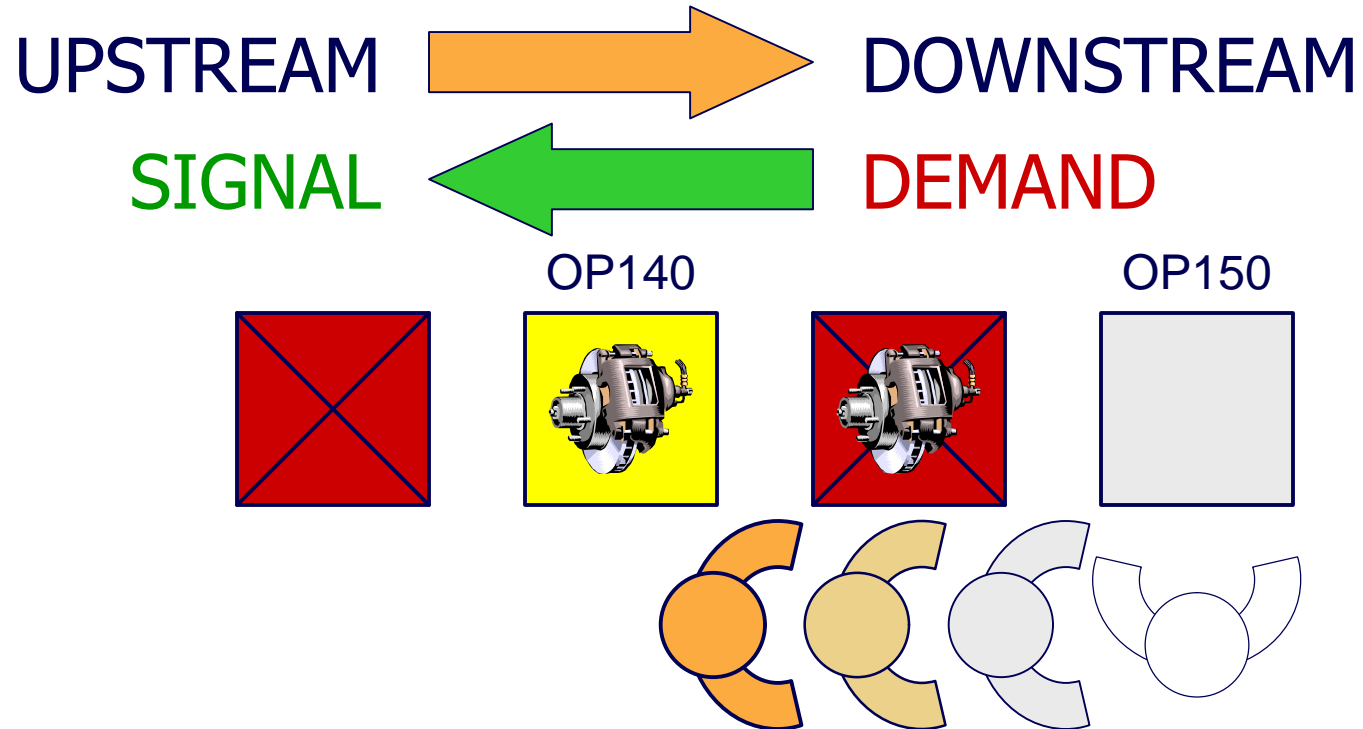


# FLEXIBLE EMPLOYEES TO WORK OR TO MOVE ?



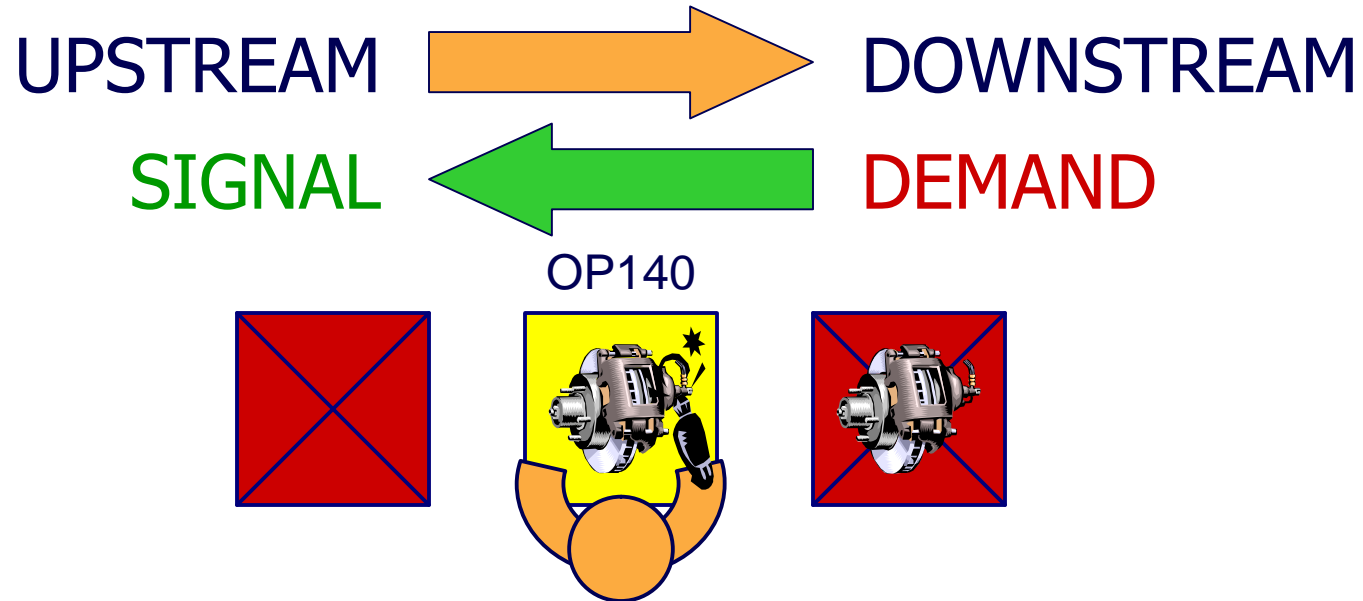
**I MOVE UPSTREAM – And find Work.**

# FLEXIBLE EMPLOYEES TO WORK OR TO MOVE ?



**I MOVE DOWNSTREAM** – Direction of Demand.

# FLEXIBLE EMPLOYEES TO WORK OR TO MOVE ?



## I WORK