

WHY ARE WE HERE ?

Teacher Training Seminar -- October 1957

Three steps...

learn
teach
teache teachers

Teaching -- Manager Training, Crotonville -- PBM teaching teachers

Probably either concept totally used now is wrong---between the two is best.

To teach VA effectively

Get attitude change
Get gradual information growth
Get acceptance and use in management sessions

This is very difficult

Roy Fountain -- safety device
You are abandoning us!

When we started in VA Calc. risk

First seminar 75 people - four weeks

So is this.

Calc. risk

Won the other two - expect to win this

Have to win it. Will see effect in GE stock

Howard Leslie - KAPL

WHERE DO WE WANT TO GO ?

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Engrg. Adv. Dev. Design, Dftg Prod. Engrg.

Mfgrg

Mfg. engrg., Tool engrg., methods & planning

Plant operations, cost reduction

Mktg.

Product planning, sales

Support of Value work

Cost as needed

E&PCR

In training area

Management - all levels

VA 75,000 - remove 6%

"and they are removing him."

Selective reduction of OH

Must get effective training in each of these areas.

How many in each

Who are they

What does each need

What is my plan to get it to him

Record once each month - status

But remember

If the learner hasn't learned...

...the teacher hasn't taught

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HOW IN-PLANT PROGRAM DEVELOPED

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The start of this presentation should be taken from the tape recording.

The presentation continues by taking highlights from the attached report of the type and success of the various department training activities. AAT, AGT, DT, LM&E, and SR&U were specifically omitted because in most cases there were people present who knew more about them and could bring their strengths to the meeting as it progressed.

Proceeded by omitting the name of the department, by telling the approximate number of people, the approximate hours in length, the amount of project work, whether or not vendors were included... then describing the success or particular circumstances which developed.

LM&G ... letter of July 22... "I believe it is deficient in the following respects..."

- As of today, no action has been taken to get General Engineering Lab people.
- There are only going to be 15 vendors participating in this course. I grant they are good vendors and it is highly probable that a lot of people are not aware of what they can do, still it is my opinion most of them are commonplace. The number does not provide for a sufficient widening of experience and information.
- The space provided for work is extremely limited. Six men are to work at an 8' table. We have been criticized on many occasions for having 3 men at an 8' table and have found that 3 men at a 6' table is just about the minimum.
- My confidence in the project leaders is not as high as it should be.

In connection with the Trumbull seminar, I read some pertinent comments of attendees from that seminar.

- Project work somewhat slow due to non-availability of cost data.
- I'd like to have heard some more.
- I have appreciated the course very much and feel it to be very valuable to my work. However, I would feel much better if I had more guidance and practice in the "Blast and Refine" technique.
- We learn best by trying--finding out which techniques work best and most clearly for us. We should do this trying while you instructors are on hand, not after the seminar is over. I do feel I gained a great deal from this exposure, but I'd like to feel my way around in this subject. More project work would help.
- This program presents the technique and worth of Value Analysis clearly, concisely, and completely. Essential to the program, however, is a complete follow-up.

Top levels of dept. mgmt must completely understand and agree with this program.

The Value Analysts themselves must be extremely well-trained. As many engineers, etc., as possible should have an opportunity to take the full seminar.

- The course should be longer for more effective training.

In connection with Zanesville, certain comments were read...

- The results achieved are numerous; in fact, it is just next to impossible to relate all the benefits. There were 21 people in attendance and I would say 50% of these were 100% interested -- 30% only partially interested -- the other 20% received no benefit at all as the work guides will show.
- I am attaching a picture and suggestion sheet covering a suggestion award to one in particular, Mr. William Kildow, who has just received a \$225 award which was directly the result of the Value Analysis instruction he had received.
- Several of the others, also in the class, have received suggestion awards and in talking with them, they have all claimed that it was through the Value Analysis instruction which caused them to stop and think.

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