“Bringing Training In-house”

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Training Supervisor
AGENDA:

- Brief history of Lake Region Medical
- Training Development
  - Progression Structure
  - Fetac
  - Clinical Training
  - A3 Problem Solving
  - Standard Work /TWI
- Learning’s
- The Future
- Questions?
Founded in 1947 by Mr. Joseph Fleischhacker with an investment of $400.

Primary focus was to manufacture fishing lures & tackle.

Original manufacturing location was a renovated chicken coop behind the Fleischhacker family home.

Approached by Medtronic to develop a small diameter pacing lead coil which led to the move into the medical device industry.

Remained a family owned ODM company until it was acquired by Accellent in March 2014.
Lake Region Employee Development System

- Implementation of Progression Structures
- “A Progression Structure is in place for each department which outlines the qualifications & experience required in order for an employee to progress to the next level should a position become available.”
Continuous Improvement Internship
- Supervisors from the production areas step out of their current for a period of six months & join the CI
- Learn about CI tools from the CI department
- Use the tools to drive CI improvements in their department

Mentoring
- Supports the management of employee performance
- Each member of senior management is paired with a front line supervisory team member outside their own department
- Mentor & Mentee receive training prior to the mentoring taking place.
Clinical Training

On line program developed to give employees an understanding of the:

- Company History
- Product
- Conditions the product is used to treat & how
- Knowledge is checked by an on line quiz
- Developed in house by corporate
- Rolled out by the training team
A3 Problem Solving

“Find a Problem, Fix the Problem, Stop the Problem Coming Back”

A3 PROBLEM SOLVING PROJECTS
Lake Region Employee Development System

Fetac Level 5: Certificate in Continuous Improvement.

- 10 employees successfully completed the program in 2013.
- 2014 – 20 employees to complete the program.
The Future:

- Additional employees Trained under the Fetac Level 5 Certificate in Continuous Improvement
- A3 Problem Solving Training for all Line Leads
- Management Training for Managers & Supervisors
- Development of Subject Matter Experts
- Roll out of second phase of Advance Medical Training to all employees
- Works towards the annual training plan