



Mumbai, India
Local Member Community
The Global Voice of Quality™

Half Day Training Program on Talent Management and Power of Lean Six Sigma to Business organised by the Society for Failure Analysis-Mumbai Chapter and Pillai Institute of Information Technology Panvel on March 2, 2016 at the Conclave of PIIT Panvel was supported by the American Society for Quality-LMC. The outline of the program and photographs of the participants is given below.

Effective Talent Management

Dr. Manu K. Vora, ASQ CQE and Fellow

Outline of Presentation

- A Case for Employee Satisfaction - Why
- Talent Management Principles - What
- Talent Management Practices - How
 - Focus on Employees
 - Employee Participation
 - Employee Motivation
 - Employee Development
- Best Practice Examples



What Do Employees Really Want?

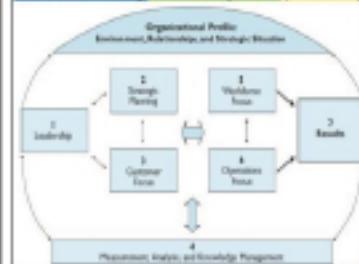
- Supervisors were asked to identify one thing most important to employees:
 - Money
- Employees were asked to identify most important aspect in the work place:
 - Full appreciation for work done

Source: Astro Life & Causes Employee Survey

Talent Management Model



Baldridge Criteria for Performance Excellence Framework: A Systems Perspective (2013-2014)



Abraham Maslow's Hierarchy of Basic Human Needs (1943)

- Level 1 - Survival (food, clothing, shelter)
- Level 2 - Security (job, training)
- Level 3 - Social Interaction (getting close to people)
- Level 4 - Ego Status (myself in the world)
- Level 5 - Self-Actualization (realizing potential)

Recognize value of Level 3-4 & 5, once a job takes care of Levels 1-2.

ISO 9000:2000 Principles of Quality Management

- ISO has determined eight quality management principles that focus on business excellence with an emphasis on customer satisfaction:
- Customer Focus
 - Leadership
 - Involvement of People: Involvement of all employees of every level enables each person to utilize their abilities to benefit the organization
 - Process Approach
 - System Approach to Management
 - Continuous Improvement
 - Factual Approach to Decision Making
 - Mutually Beneficial Supplier Relationships



Prof. R.C. Prasad (www.sfa.mes.ac.in)
Convener & VP of SFA-India Chapter

Power of Lean and Six Sigma to Business

Rajan Gupta, B.Tech., MBA
Lean Six Sigma Consultant & Trainer

- Evolution and Principles of Lean
- What it delivers to Business ?
- How to drive the power of lean ?
- Quantum of improvement
- Criticality of Improvement in Business

- Introduction and different facets of Six Sigma
- Aggressive goal
- Structured methodology
- Define phase
- Hypothesis, Anova and Regression Tools of Six Sigma



Evolution of Lean



Six Sigma Methods



What Is Lean Six Sigma?



GET NOW HAVE A BETTER PICTURE OF LEAN

