

Leadership Panel Presentation

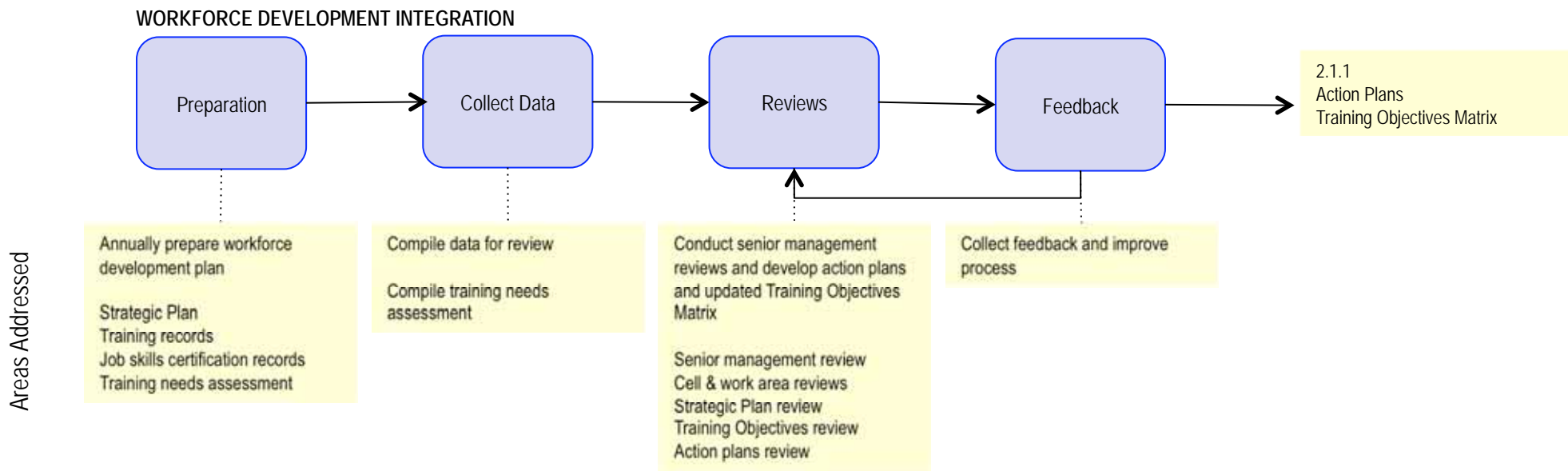
MPC Industries
1.1.5 Workforce
Development
Integration Process

1.1.5 Workforce Development Integration

- How does your organization select topics for workforce development for the company?
- How does the selection integrate with strategic goals and process improvement needs?
- How is the workforce-training plan prepared and monitored?

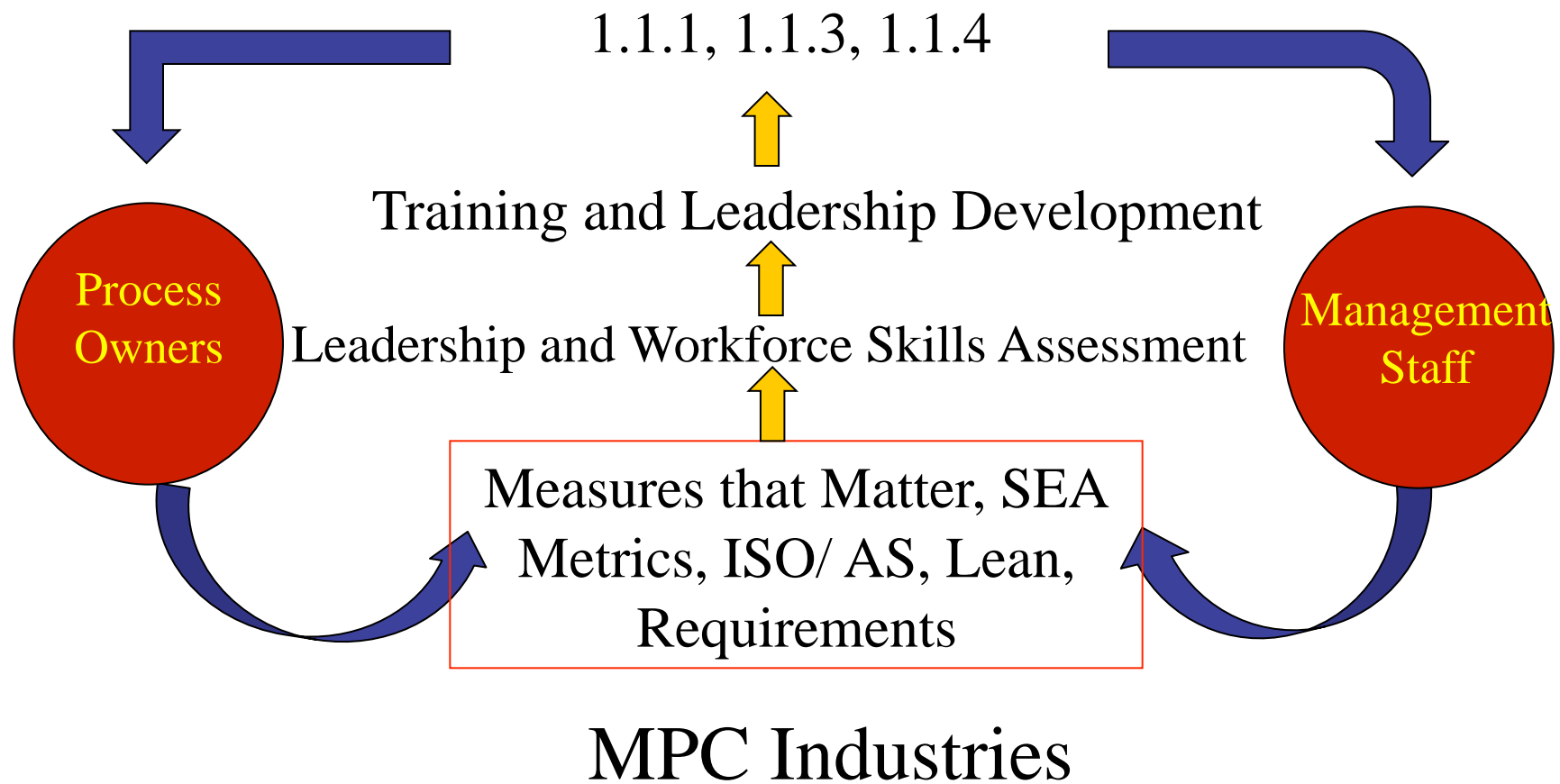
1.1.5 Workforce Development Integration Process

Purpose: to ensure that management sets priorities and allocates resources to workforce development.



1.1.5 Workforce Development Integration Process – How does your organization select topics for workforce development for the company? How does the selection integrate with strategic goals and process improvement needs? How is the workforce-training plan prepared and monitored?

1.1.5 Workforce Integration Process



Our Key Practices

1. Annual Workforce Development Plan
2. Ongoing Employee Qualifications
3. Ongoing Leadership Assessment & Personal Development Strategies
4. Skills Assessments and Cross Training



Leadership Readiness Assessment Criteria

- ➔ Accountable, Determined, Innovative,
- ➔ Customer Focused, Positive Thinking, Smart,
- ➔ Willing to Communicate, Deals Well with Stress,
- ➔ Works at fast pace, English Communication Skills,
- ➔ Computer Skills, Leadership Experience.

Things We Did Right

- Measures that Matter driven by Market Demands
- Training & Development is Tool not a task
- Family, Safety, Quality
- Involvement builds commitment

Things We Learned

- ✈ What gets measured, gets done!
- ✈ Communicate, Communicate, Communicate
- ✈ Don't forget the "Soft Skills"
- ✈ Just Do It!!!!

Questions

Thank you

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