

Workforce Development Exercise



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The Pyramid Exercise

Learning About
Workforce Development

Purpose

To learn about Workforce Development
and Profitability

Goal

Build This Pyramid!



Round 1

- ✈️ Appoint a Monitor – the monitor's job is to make sure the group follows the rules
- ✈️ Build the pyramid – ignore any piece that isn't a part of the pyramid
- ✈️ If you complete the pyramid, take it apart and build it again
- ✈️ You have 5 minutes to prepare
- ✈️ You have 5 minutes to build



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Round 1 Debrief

- ✈ How many completed the Pyramid?
- ✈ What were the problems?

Round 2

- ✈ Build as many Pyramids as you can
- ✈ Assign a Process Owner in your group
- ✈ Process Owner gets the Process Owner Package
- ✈ You have 5 minutes to prepare
- ✈ You have 5 minutes to build



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Round 2 Debrief

- ✈ How many completed the Pyramid?
- ✈ How much did having documentation help?

Round 3

- ✈ Process Owner receives the Process Owner Package 2
- ✈ You have 5 minutes to prepare
- ✈ You have 5 minutes to build



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Round 3 Debrief

- ✈ How many Pyramids did you complete?
- ✈ How much did the work instructions help?

Round 4

- ✈ Assign a Master Trainer – master trainer trains the production team in the work instructions
- ✈ Assign a Supplier – suppliers assemble the kits during prep
- ✈ You have 5 minutes to prepare
- ✈ You have 5 minutes to build



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Round 4 Debrief

- ✈ How many pyramids did you complete?
- ✈ What have you learned?

Round 5

- ✈ Take everything you learned and observed from other tables
- ✈ Use the roles you've created
- ✈ Plan to reach 50 units



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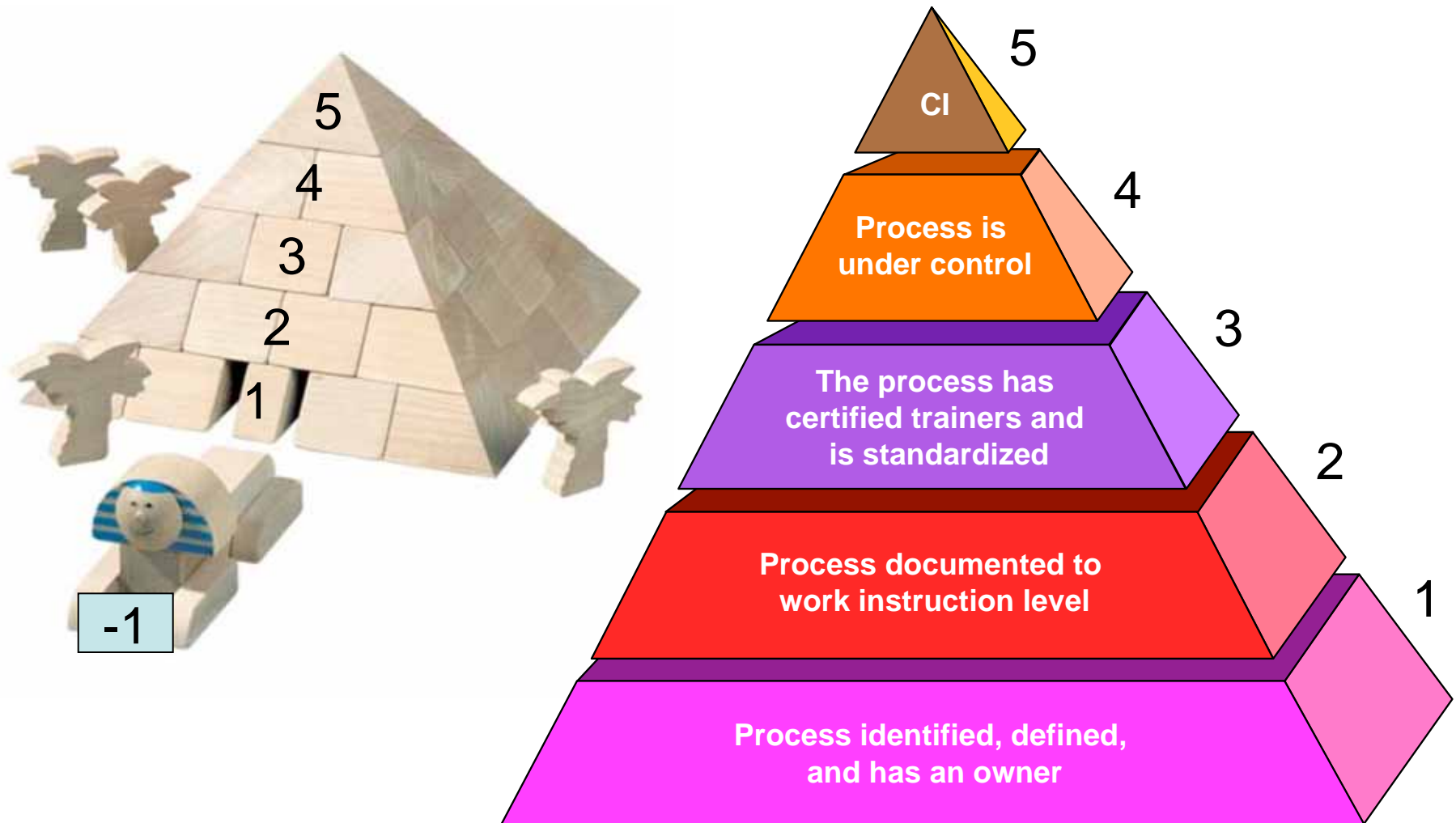
Round 5 Debrief

- ✈ What role did assumptions play in preventing you from achieving your goal?
- ✈ How did “breaking the rules” play into your thinking and discussion?
- ✈ How can you integrate your supplier into the process and how does this help?
- ✈ What would the impact on profitability be if you achieved similar results in your business?



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Did you notice the amazing similarities here?



Summary

- ✈ Workforce development and standard work processes as illustrated in the Process Maturity Model improve performance and profitability beyond what most people might have expected.
- ✈ Companies who make workforce development a priority build greater owner shareholder equity and better cash flow.



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