



**PERFORMANCE IMPROVEMENT**

**CONTINUOUS IMPROVEMENT**

**CUSTOMIZED ELECTRONIC SERVICES**

## People Powered Lean

With today's economic environment, there is no shortage of people looking for a job. Finding the right people to fit your needs, however, is the real challenge. TMG utilizes our relationships with trade schools, community colleges, universities, and the military to build reliable employee pipelines. Our vision is to provide a Talent Acquisition and Retention System to fill our partners' labor requirements and create a world-class workforce of engaged teammates.



ESCO Engineered Products was faced with the challenge of hiring and maintaining a large workforce of skilled laborers with limited success. After attending a TMG workshop, they realized the need for an objective analysis of their current hiring process. TMG developed an in-depth Current State Analysis of the company's On Boarding Process then designed, developed, and piloted a modernized team mate acquisition program named People Powered Lean (PPL).

PPL features a modernized hiring process; a scenario based interview/skills assessment; a "world class" first day; a common skills training program; a production cell training program; a first 90 day coaching and feedback process; and a PPL management system focused on reducing the new Team Mates time to competency in their first job and reducing 1st year attrition. Essential to the success of this program, TMG analyzed and identified critical Production Skills in order to design and develop an integrated Common Skills Training and Cell Training Program to improve New Hire Integration.

### **BENEFITS & VALUE:**

As the result of these deliverables, ESCO improved its production efficiency by 23% representing a 1st year direct cost reduction of \$285,600 using the Lean Manufacturing Improvement Process integrated with a Human Capital Management System named People Powered Lean (PPL). In March 2004, the time from the production manager generating a labor requirement to a new hire's first day was 10.3 weeks costing \$2,008/new hire with a 59% 1st year attrition rate. In 2006, PPL reduced the time from 10.3 weeks to 1 week; reduced the cost of hire to less than \$500 and decreased its 1st year attrition rate from 59% to 6% while reducing overall attrition by 31%. Most importantly, the overall production efficiency was improved by 23%, from 29.42 hours/product to 23.98 hours/product.

### **REFERENCE POC:**

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### **ABOUT TMG, INC:**

*Training Modernization Group is a registered Serviced Disabled Veteran Owned Small Business and recognized as a Leader in Human Performance Systems including Strategy Development, Analysis, Design, Development, and Implementation as evidenced by the awards and recognitions received by the American Society of Training and Development (ASTD) and recognized expertise through partnerships with the Association of Manufacturing Excellence (AME), HRQMC, VOW Coalition, New Horizons Regional Education Center. Our partners include Huntington Ingalls Industries - Newport News Shipbuilding, Northrop Grumman Newport News, the Virginia Department of Transportation, BAE Systems Ship Repair, L-3 Communications Army Fleet Support, Ball Metal Container Operations, Minerals Technologies, Measurement Specialties, Earl Industries, Liebherr Mining Equipment, the U.S. Army Training and Doctrine Command (TRADOC), and Wyle.*

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