

# POSITIONING FOR THE FUTURE

## LEARNING SUPPORTED BY SMART TECHNOLOGY

We work with leading skills and technology experts to support customers to not only benefit from introducing a World-Class skills sets in Management and Technical Operations, but to also sustain these skills for the future with a new continuous improvement Career Academy e-platform with related Smart phone Apps. The use of these management tools – which include a 5S App, Balanced Scorecard App, Problem Solving App, Health & Safety App and a Process Monitoring Dashboard – can all help busy managers measure and assess their company performance data and progress being made against daily and weekly targets.

The use of Smart technology to reinforce key learning that will drive improvement targets and which is mapped to company values and objectives is a more meaningful approach to reinforce behavior and is where continuous improvement begins.



### Values are something that we are...

'Providing a guiding philosophy that consists of core values and a core purpose beyond making money, when authentic and rigorously adhered to, creates a dramatic, compelling purpose that is a fundamental driver in the companies that go from good to great.'

*Jim Collins, Good to Great*

### Create meaning and purpose: teams need values they can believe in...

'Leaders who harness the power of purpose have the ability to galvanize a group, aligning its behaviours to the strategic pillars of the enterprise. It begins with asking the question 'why are we doing this?' The answers have the ability to transform the fortunes of a group or enterprise by providing a cultural glue, guiding behaviours and creating an overall sense of purpose and personal connection. It is the beginning of the being of team.'

*James Kerr, Legacy*

For details on how we can help you build your own Academy Approach to skills and be supported by the Apprenticeship Levy, please contact Industry Learning Solutions at:

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**Industry Learning Solutions**

Connecting industry and education to build resilience and growth

## Industry Learning Solutions



## SKILLS SUPPORT WHEN YOU NEED IT

Industry Learning Solutions Ltd (ILS) offers professional and independent advice and guidance to companies across the UK interested in local productivity growth, staff development, funding, apprenticeships and management training.

SKILLS | APPRENTICESHIPS | TRAINING | FUNDING | GUIDANCE  
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# DEVELOPING PEOPLE AND IMPROVING PROCESSES

## SKILLS ACADEMY – A NEW APPROACH

We help organisations access their Apprenticeship Levy to provide meaningful skills for the business and fully accredited qualifications for staff. We provide excellent customer service and tailored training solutions in specialist skills areas, such as: Continuous Improvement, IOSH, Manufacturing, Engineering and Upholstery. We also provide access to the latest Smart App technology for sustaining Lean.

**A unique Academy Approach where we map Institute of Leadership & Management (ILM) courses to your core values and Technical or Lean courses to your operational needs.**

## YOUR SKILLS ACADEMY – MANAGEMENT & LEADERSHIP

Our unique Skills Academy approach will support your company to develop the skills it needs. By linking to your company strategic values and goals, we work in partnership to drive the behaviours you wish to reinforce in managers and staff within your organization, through skills and technology. We can also offer higher apprenticeships in Management and Leadership accredited by ILM.

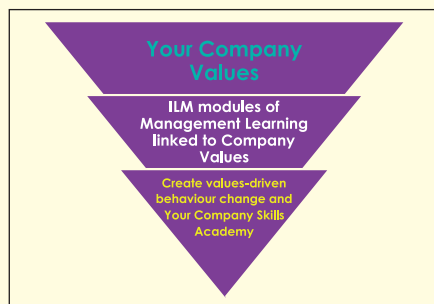


Fig 1 - Values-driven skills pyramid

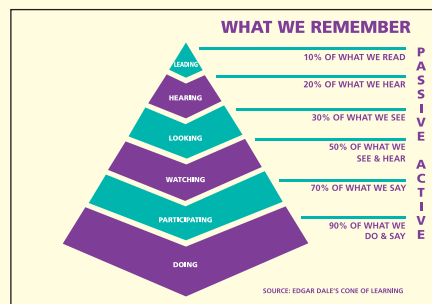


Fig 2: ILS Applied Learning model 90% more effective

## A SELECTION OF MANAGEMENT PROGRAMMES AVAILABLE

Management and Leadership (with funding)*	Bite-size Courses (commercial)
ILM Team Leader Framework L2	An Introduction to Team Leading
ILM Team Supervisor Standard L3	Managing and Dealing with Change
ILM Management Standard L4*	Introduction to Coaching & Mentoring
ILM Leadership & Management Standard L5*	Dealing with difficult behaviour
ILM Senior Leadership Standard L7*	Managing Appraisals
Human Resource Management & CIPD L5*	Planning and Strategy
Supply Chain Management L2/L3/L5	Social Media for Managers

\*Conditions apply.

## YOUR SKILLS ACADEMY – TECHNICAL & OPERATIONAL IMPROVEMENT

Improving efficiency and achieving local productivity growth is important for many organisations seeking to improve or sustain their competitive position. Our Academy Approach introduces the tools and techniques of Continuous Improvement and work-based teams are then coached and mentored to apply these tools on their own project(s) which can achieve efficiency and impact for the business. This 'Applied- Learning' model – where people learn by doing - helps embed new knowledge and teams can achieve immediate and significant cost-savings for the company whilst working towards a recognized qualification. We offer a range of related technical programmes in manufacturing and engineering disciplines.



## A SELECTION OF TECHNICAL & IMPROVEMENT PROGRAMMES

Technical, Lean and Manufacturing (with funding)*	Bite-size Courses (commercial)
Improving Operational Performance (Lean) L2	Creating a Line of Sight - Hoshin Kanri
Improving Quality & Operational Performance L3	Lean Breakthrough Programme
Improvement Practitioner Standard L3	5S Workplace Organisation Skills - applied
Performance Improvement Specialist L4	Problem Solving Tools and skills - applied
Performing Manufacturing Operations (PMO) L2	Creating Standard Operating Procedures
PMO Manufacturing with Engineering Pathway	Flow Process Analysis
Engineering Maintenance Fitter L3	Value Stream Mapping
Engineering Electrical Fitter L3	DMAIC training and application
Mechanical Engineering - L3+	Lean Green Belt Programme
Rail Engineering - Track Maintenance L3+	Master Black Belt Programme
Waste Management L2	Train the Trainer & Assessor Awards
Project Management Framework L5	AAT Accounting Programme
Upholstery & Soft-Furnishings Manufacturing L2/L3	Sewn Manufacturing Skills
Sewn Products Manufacturing Skills Framework	Balanced Score Card Training
Frame Assembly Manufacturing L2/L3	Using CAD and 3D printing
Digital IT Framework L5	IOSH Managing Safely

\*Conditions apply.

Minimum numbers of 4 to 10 for each programme. Courses delivered on-your site. Adequate training room facilities and refreshments to be provided and WIFI access. To be eligible for framework funding learners will be required to undertake numeracy and communications skills as part of the programme. Employed learners have to prove competence and ability to achieve national operational standards and 20% off the job evidence has to be provided for standards and funding.