

'EFFECTIVE MANAGEMENT DURING A RECESSION' MALTA 2012 LEAN PROGRAMME

- advanced executive education -

Revolutionary in Malta

Dr. Carlo Scodanibbio
and
Ing. Joseph Micallef

jointly present:

"a suite of training events on lean management principles addressed to face effectively the crucial times ahead - for organisations within the Maltese Islands and neighbouring countries"

Event 05:

"BASIC PRINCIPLES OF PEOPLE MANAGEMENT THROUGH LEAN APPROACHES"

For High and Middle Level Managers of Private (all Sectors) and Public Organisations

6th July 2012 - The Palace - Sliema - Malta

**Methods for Improving
radically People Performance
and Work Attitudes**

with thanks to:



for their support

BASIC PRINCIPLES OF PEOPLE MANAGEMENT THROUGH LEAN APPROACHES
For High and Middle Level Managers of Private (all Sectors) and Public Organisations

A 1-Day Workshop Developed And Facilitated By:

Dr. Carlo Scodanibbio – Ing. Joseph Micallef
email: carlo@scodanibbio.com jmicallef@theiet.org

<http://www.scodanibbio.com/malta2012/>

BASIC PRINCIPLES OF PEOPLE MANAGEMENT THROUGH LEAN APPROACHES

Foreword .

“The Lean philosophy has changed our attitude and ways of doing things. Employees are much more involved in day-to-day activities and as teams they take pride in what they do... solving their own problem, with improved employee relationships, high morale and effective participation ...”

FROM THE DESKTOP OF DR. CARLO SCODANIBBIO AND ING. JOSEPH MICALLEF

Dear Delegate(s),

Recession? Gloomy picture? Crisis? Stagnation? The typical, “traditional” response is based on “cost-cutting”, “4-days’ week”, “retrenchment”, “re-structuring”, “merging”, and similar old stuff.

The Lean Organisation takes another road, totally opposite to the “traditional” ones: **invests**. Invests in what? In their two core resources: their **customers** and their **people**. Event 04 (**Lean Customer Care Principles**) takes care of the former – this Workshop takes care of the latter.

There is no way to be Lean without deep and active involvement of all personnel. This workshop will present the most modern approaches to people management in a Lean environment. It will prove that people are better, more flexible, more adaptable, more ready to take up responsibilities, more curious to learn and willing to grow than most managers believe. It will also show the very simple path to better and even excellent people performance if the right conditions are created.

This workshop is a “must” for all managers of any size and type of organisation.

We **GUARANTEE** that you will leave this workshop with the knowledge and tools to improve the value proposition of your organisation!

Dr. Carlo Scodanibbio and Ing. Joseph Micallef

Event Outline .

This event is a very interactive workshop, an open conference, and a continuous round-table debate, aiming at transmitting basic LEAN PEOPLE MANAGEMENT concepts and principles to attending managers in a practical, hands-on, result-oriented fashion. Effective ways of progressing rapidly from principles to implementation will be illustrated.

Delegates will be requested to present the main problems they are facing operationally in their present relationships with their Personnel. The appropriate Lean Topic suited to face effectively those problems will then be illustrated. The main Lean Topics covered in this event are:

- People represent the difference between failure and success – is this clear at all levels of your Organisation?
- Why frustration and de-motivation can reach so high levels in work forces. The “**clan**” and the **IWT** (Idle - Walk - Talk) phenomena in Industry: what are their origins.

- Why people “don’t perform”: the root causes of poor performance date back to over 2 centuries ago.
- Why all “traditional” Involvement schemes have generally failed to produce valuable results?
- Generation of interest and involvement in people - what is the secret, missing ingredient?
- How to insert people in value-generating processes. Making people understand the difference between *single-skill/single-function activities* (tasks) and *multi-skill/multi-function process management*. How to switch over from simple tasks to simple processes. How to evolve from “**job description**” to “**process description**”.
- How to give back pride to people and dignity to their work: the **Figaro** model.
- **Empowerment**: is it the solution? From traditional Management to **Coaching**: what are the prerequisites.
- **Lean People Management: a cultural revolution!**

Training Grants ranging between 60 and 80% may be made available to eligible enterprises through the Training Aid Framework (TAF) Scheme administered by the ETC. Deadline for Training Grants Application: 15 June 2012.

NB: the onus of enquiring about and applying for Training Grants rests vested with your Organisation.

Timings:

Registration will be at 08:00 hrs, with the Event beginning at 08:30 hrs. There will be a 15min break for refreshments in the morning and the afternoon (at approx. 10:15 hrs and 15:00 hrs respectively) and lunch will be served at 12:30 hrs. The session will conclude at about 17:00 hrs. All timings are approximate due to the interactive and intensive nature of this Workshop.



Ing Joseph Micallef, graduated in Electrical Engineering in 1992, and has been involved in the Manufacturing Industry since 1990. Joseph’s career spreads primarily in Malta, but he has been assigned several projects and training opportunities in various countries within Europe, the US and the Middle East.



Your Facilitators .

Dr Carlo Scodanibbio is an internationally renowned Trainer, Speaker and Industrial Consultant with over 41 years of experience in Plant Engineering, Project Engineering, Project Management, Industrial Engineering and Operations Management. Carlo’s courses have been attended by well over 16,000 participants.

Who Should Attend This Prestigious Event:

Top-, Senior-, High- and Middle-Level Directors/Managers from all Public and Private Organisations (all Business Sectors) in **Malta & neighbouring Countries**.

Owners/Managers of very small Enterprises (up to 20 employees) will particularly benefit from participating in this course.

A 1-day Training Workshop dedicated to excellent People Management!

Workshop Date:
06 July 2012

Workshop Venue:
The Palace - Sliema - Malta

Registration .

(Online Registration: <http://www.scodanibbio.com/malta2012/onlinereg/05.html>)

Event Fees, Discounts, Terms and Conditions

Fees, Discount Structure, Payment Terms (prices are per Delegate excluding VAT)

Please choose one Payment Option below

Deadline for Event Registration: 02 July 2012

● Regular Price	● Fast-Settlement Price	● Early-Bird Price
For full payment received by: 03 July 2012	For full payment received by: 22 June 2012	For full payment received by: 06 June 2012
1-5 Delegate/s: €220/ea	1-5 Delegate/s: €200/ea	1-5 Delegate/s: €180/ea
6+ Delegates: €200/ea	6+ Delegates: €180/ea	6+ Delegates: €160/ea

**Please complete and sign this Form, scan it and email it to
jmicallef@theiet.org or carlo@scodanibbio.com**

DELEGATE/S DETAILS (in BLOCK CAPITALS) (more than 5 Delegates: please add separate schedule)

- 1 Delegate Name _____
Position _____
Email _____
- 2 Delegate Name _____
Position _____
Email _____
- 3 Delegate Name _____
Position _____
Email _____
- 4 Delegate Name _____
Position _____
Email _____
- 5 Delegate Name _____
Position _____
Email _____

Training Grants ranging between 60 and 80% may be made available to eligible enterprises through the Training Aid Framework (TAF) Scheme administered by the ETC. Deadline for Training Grants Application: 15 June 2012. NB: the onus of enquiring about and applying for Training Grants rests vested with your Organisation.

ORGANISATION DETAILS (BLOCK CAPITALS please)

Organisation _____
Nature of Business _____
Address _____
City _____ P/Code _____
Country _____
Phone _____ Fax _____
VAT Number _____

- We undertake to settle course fees by 06 June 2012 - or
 We undertake to settle course fees by 22 June 2012 - or
 We prefer to pay Regular Price & settle fees by 03 July 12

We are registering _____ Delegates @ € _____/each

Total amount (excl. VAT) € _____

Net amount to be invoiced (incl. VAT) € _____

AUTHORISING MANAGER

Name _____ Position _____

Date _____ Signature _____

(This Registration is invalid without a signature)

TERMS OF PAYMENT

Fees include: participation in the 1-day Event "Basic Principles Of People Management Through Lean Approaches" to be held at The Palace - Sliema - Malta on 06 July 2012 – Refreshments, Lunch, Event Notes and Documentation – **Certificate of Attendance**. Upon receipt of a duly completed and signed Registration Form, a **Confirmation Letter** and **Invoice** will be sent to you by the organisers. Payment of Event Fees is strictly as per terms above and is required according to the payment option chosen.

METHOD OF PAYMENT

Payments may be done by cheque or Bank Transfer in favour of Ing. Joseph Micallef, who acts as the official Event Organiser.

To arrange for payment after receiving **Confirmation Letter** and **Invoice** kindly contact Ing. Micallef directly on (+ 356) 9982 2244 or email jmicallef@theiet.org

CANCELLATION POLICY

All Cancellations of Registrations must be made in writing. Due to contractual obligations, a cancellation charge of 30% of the invoiced amount applies if the cancellation is received 15 days or less before Event starting date. However, a complete set of documentation will be sent to you. Substitutions are welcome at any time. Should the Event be cancelled by force-majeure or for any other reason, you will receive a full refund of the paid Event Fees.

<http://www.scodanibbio.com/malta2012/>