

BASIC PRINCIPLES OF PEOPLE MANAGEMENT THROUGH LEAN APPROACHES

For High and Middle Level Managers of Private (all Sectors) and Public Organisations
06 July 2012 - The Palace - Sliema - Malta
WORKSHOP TIMETABLE

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:

MORNING

- 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?

AFTERNOON

- 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!!

For further, comprehensive details, please visit
<http://www.scodanibbio.com/malta2012/>