

Forman schools in New Brunswick

Two other groups of foreman have started their training, one in the Peninsula region and the other in the Moncton region. These are over and above the first 3 groups.

New Partnership

It's our pleasure to work in close collaboration with the Cégep Beauce-Appalaches, service of continuous training.

A tiny reminder

*You are searching for a solution to computerized management of production resources, we have it. : **Orchestra pour PME***

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9^e Golf Classic Auger Groupe Conseil THANKS

This 9th Golf Classic was crowned a total success again this year. Auger Groupe Conseil remitted a sum of 10 041 \$ to the Fondation Rêves d'Enfants and this thanks to all of our participants and contributors whom we wish to sincerely thank

Supervision is also management of operations!

In the first instance, managers who solicit training for their supervisors want to remedy deficiencies at the level of management for human resources. Nevertheless we often observe that management of operations is lacking at the supervisory level, which is to say that the planning and following of operations doesn't permit them to prevent problematic situations. Therefore the supervisors spend a good part of their day putting out fires.

In instances where managers have accepted to include modules for management of operations as part of their training they were able to notice, at the end of the project, the impact on the success of training as well as measurable advantages that often flowed from this.

To understand why management of human resources is often targeted as principal deficiency, we must know the manner in which supervisors are recruited and trained. For the large part, supervisors are former operators who possess a rigor and maturity that leaves an ominous sign in their capacity for managing production activities especially

in a department that they are quite familiar with. Management becomes appreciative of a supervisor that is skilful at solving problems even though he could have avoided them in the first place

It is difficult to detect deficiencies in leadership or communications since most supervisors are often technical experts having little in skills of communication. Furthermore, « reactive » management diminishes the time that can be spent with employees. Therefore, employee relations are often « ordinary » which causes deficiencies at the communication and motivation levels of the personnel.

Based on our experience, these supervisors have a greater facility of integrating into their daily work notions of human resources management if management of operations is better structured and simplified. Supervisors who are in reaction mode to problems don't possess the time necessary for communicating with their employees. Therefore, the advantages that they receive from better organization permits them to reduce problems encountered daily and to concentrate a little more on management of their personnel.

Nomination New Brunswick

We are happy to welcome Mr. Maurice Duguay to our team as project leader in New Brunswick. Master electrician Mr. Duguay has 27 years of experience in this manufacturing sector where he occupied positions such as manager of operations and plant manager. He was also in charge of two major plant constructions.projects