

auger



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## Foremen school

### A THREE-STEP APPROACH (Methodology)

#### 1. Analysing current management tools and skills

We examine the supervisors' work environments in order to understand their current management tools and decide which new tools will best meet both current and future management needs. This step allows us to become familiarized with the basic environment of first-level supervisors, and the expectations of those who work with them, so we can *fill gaps and not holes*.

#### 2. Group Training

The goal of group training is to expose supervisors to a management concept composed of the following three elements:

##### Operations management

Supervisors learn about operations and equipment management, which will enable them to maximize productivity and efficiency in a specific sector. They will also be able to reduce or eliminate problems by being pro-active and learning to anticipate.

##### Human resources management

Once the basic management structure is in place, supervisors will be able to focus on their team in a more efficient way. This training will allow them to evaluate the strengths and weaknesses of their employees in order to adequately support them in their assigned tasks.

##### Productivity improvement management

No business can survive without constantly improving its performance. Supervisors must be able to recognize opportunities for improvement and know which tools will reduce waste. This will help them better manage and promote change—an essential skill, since continuous improvement is no longer an option in today's world.

#### 3. Coaching and Evaluation (The Key to Success)

Individual coaching and evaluation ensures that supervisors will be able to apply these management tools and concepts in their everyday work. This step also helps them attain their objectives and work on specific areas for improvement.

#### Course philosophy and objectives

In most cases, supervisors are good operators who have not necessarily undergone management training.

Our school gives supervisors basic skills and focuses their strengths using a clear and precise management concept that has been adapted through teamwork to your specific organization. To build on group training and optimize practical experience, individual coaching is used to ensure that concepts and tools are actually put into practice. You can then measure concrete results.

#### What makes us different:

- Our deep understanding of the participants, their strengths and weaknesses, their work environment, and the expectations placed upon them by upper-level management
- Trainers who, like the participants, have a background in operations management
- A support strategy for gaining knowledge
- Tools that help managers work together in a congenial and consistent way
- Follow-up to ensure that results are in line with objectives

