



We count

in reducing waste of energy



TWI IN PRACTICE

ERROR-FREE WORKING



AGENDA

- Goal: Become acquainted with TWI
- Your expectations and challenges
 - TWI according to TWI Company
 - Technique
 - Phases
 - Proof of concept

Your expectations and challenges

OUR VISION

Operating

Focus on the execution of
actions
and tasks

TRAINING



Control

Developing knowledge

| | |
|------------------------|------------------------------------|
| Product knowledge | Process knowledge |
| Continuous improvement | Leadership/behaviour communication |

Education



Our partners

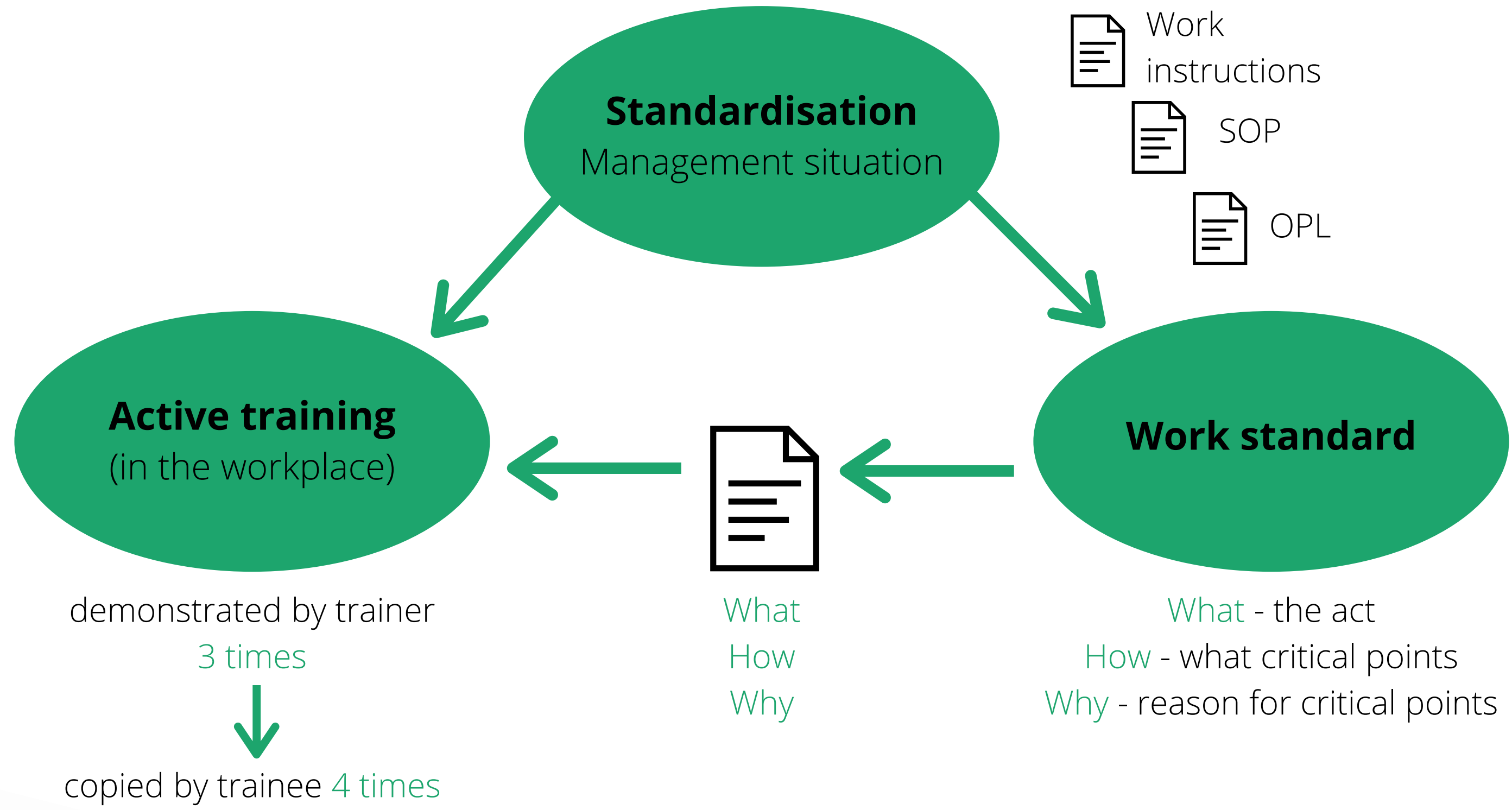


STANDARDISATION FOR THE BEST PRACTISE IS CENTRAL

- ✓ Within 1 hour task competent
- ✓ Predictability about the duration and lead time of the training programme thanks to structure
- ✓ Prevent Variation in what and how is taught

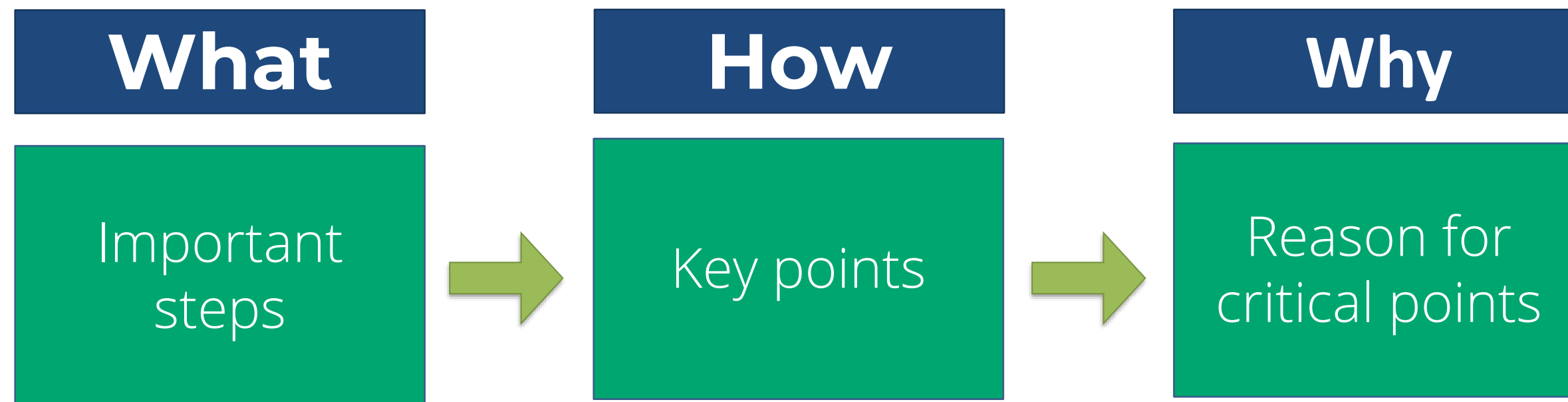


STANDARDISATION IS CENTRAL



TWI Training

With TWI you train employees 1-to-1 at the workplace, i.e. directly in practice



3 x demonstrated by trainer, 4x copied by trainee

If the employee doesn't understand, then the trainer didn't train properly

THE CHALLENGE

Do I give my people what they need?

85% of managers say **Yes**

Do I get what I need?

55% of operators say **No**

There are no bad employees, only poorly trained employees

If the employee doesn't understand, then the trainer didn't train properly



OBJECTIVE

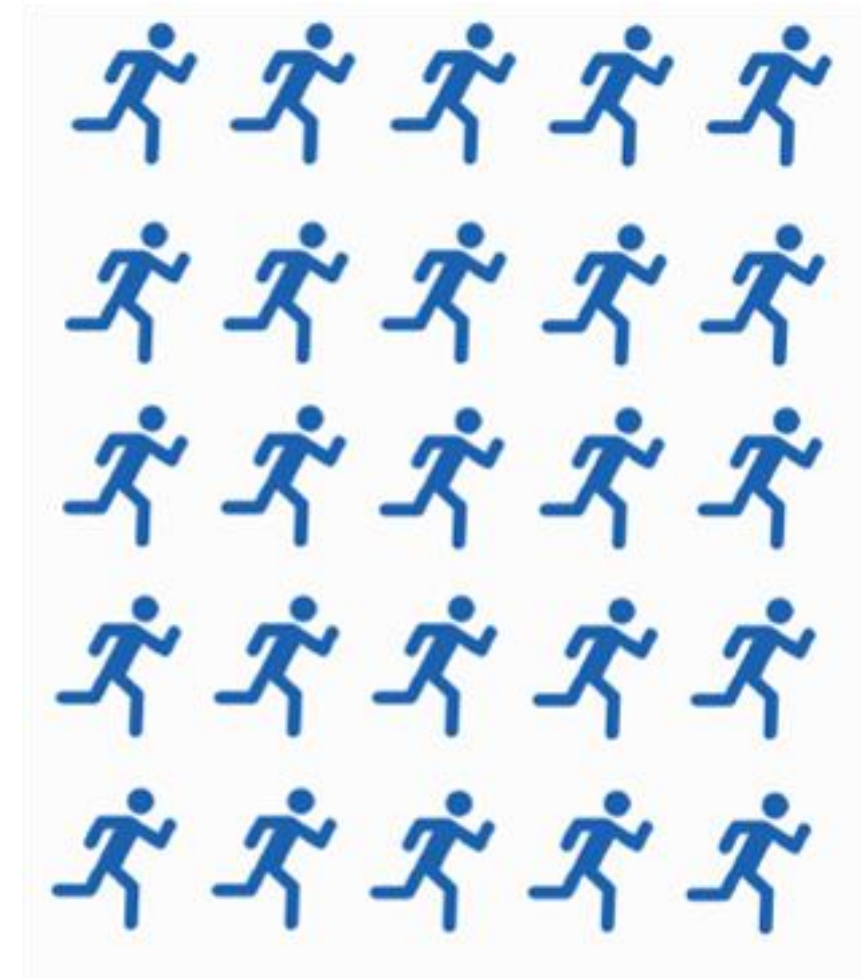
25 employees = 25 working methods

BEFORE



25 employees = 1 best practice

AFTER



TRADITIONAL vs TWI

- Each operator trains according to personal method
- Training includes ‘what & how’
- Training according to ‘Sitting next to Nelly’
- explaining (too) many tasks at once
- Teaching tasks based on work to be performed
- Dangers of performing the task incorrectly may not be clear
- Possibly no insight into employee training

Traditional onboarding

- And every trainer trains in a single, standardised way
- Training includes ‘what, how & why’
- Fixed sequence: prepare, demonstrate, copy and check
- Training per task
- Teaching tasks from relatively simple to complex
- Risk class clear per task
- Competency matrix available including 4 stages
- Check whether employee works according to standard
- Tools for estimating employee potential

TWI method

TWI PHASES

| | |
|---------------------|--|
| Phase 0 | Current and future state |
| TWI Pilot | Acquainted with TWI and creating a TWI model area |
| TWI Roll-out | Roll-out to other workplaces/lines and grow the TWI organisation |
| Autonomous | Setting up the autonomous TWI system |
| Maintenance | Sustainable TWI organisation, updates from TWI Company innovations, benchmarking, and setting out the vision |

200+ IMPLEMENTATIONS

A grid of 30 company logos, arranged in 5 rows and 6 columns. The logos include: Fokker, GKN Aerospace, Sano Rice, FrieslandCampina, Cérélia (Founded on trust, inspired by food), stiho (thuis in de bouw), Uniekaas, Johma (Oet Twente), M&G Group, Flamco (Flow of Innovation), DAF, Verkade (Sinds 1886), Sofine (The Friendly Food), Intersnack, HEKS'N, Ben & Jerry's, Reckitt Benckiser, Nutricia, Marfo, Jabil, Ventura Systems, Interzorg, Mead Johnson Nutrition, Fassin (Royal, Since 1910), Prè Pain (We Make You Bake), Steenland Chocolate (Quality Since 1899), Groupe Lemoine, Thales, Abbott, Lamb Weston (Seeing Possibilities in Potatoes), Jiffy, Vergeer (Fam. Holland), Holland Pharma (Onderdeel van Mosadex Groep), pneutec, Tyson, Zuidberg, Go-Tan (Foodloving Asian Family, Est. 1954), and 4PET.

DAF



Faster and more efficient onboarding of
500+
new employees with thorough approach.

STEINFÖRT

inspirierend glas



Making personnel competent with high-end
equipment
plus increase multi-deployability of personnel.



Part of the GKN Lean Operating Model (LOM). Job Instruction based on standards is an exit criteria for phase 2 and 3 within LOM.



Improving quality and predictability in product assembly by training staff. Supporting outsource project.

SUSTAINABILITY

Since 2021 vABC Group BV has committed itself to the United Nations Global SD Goals. We commit ourselves to its 17 goals in human rights, labour, the environment, and anti-corruption. vABC Group BV sustainability performance is rated by DZyZZion with an 8,1 rating.



2021: 8,1