



Interactive Session - SWOT

- Choose a topic
 1. How do we get employees Involved in Problem Solving?
 2. How do you Identify Employee Talents?
 3. What are your Organizational Methods for cross training?
 4. How are you pulling ideas from your Team?
 5. How are we finding time to engage ideas from employees? (Don't have time)
 6. What techniques are we using to engage employee ideas?
 7. How are ideas collected and managed?
 8. How do you recognize and communicate idea success?



Tapping into Unused Talent

How to Generate Ideas from your Greatest Asset



Mark Somogyi
Master Black Belt
Transformation Coach



Rod Smith
Director of the
Duha Center of Excellence



Fontana Coy
Master Black Belt
Transformation Coach





Safety Check

- Where are Safety Exits are located?



- Where are the external muster points are located?



- Is there anyone in the audience that has First Aid?





The Duha Group of Companies



= 1000+ CI Champions

Markets Served
2000+ Customer
in 100+ Countries





Leaders in Colour Sampling

Products used by...

- ❖ Retail Paint Industry
- ❖ Paint Manufacturers
- ❖ Automotive Paint Industry
- ❖ Other various color or texture specific industries





Awareness Period



Culture Change Period



Engagement Period



Succession Period



Sustainability Period



Behavior Focus





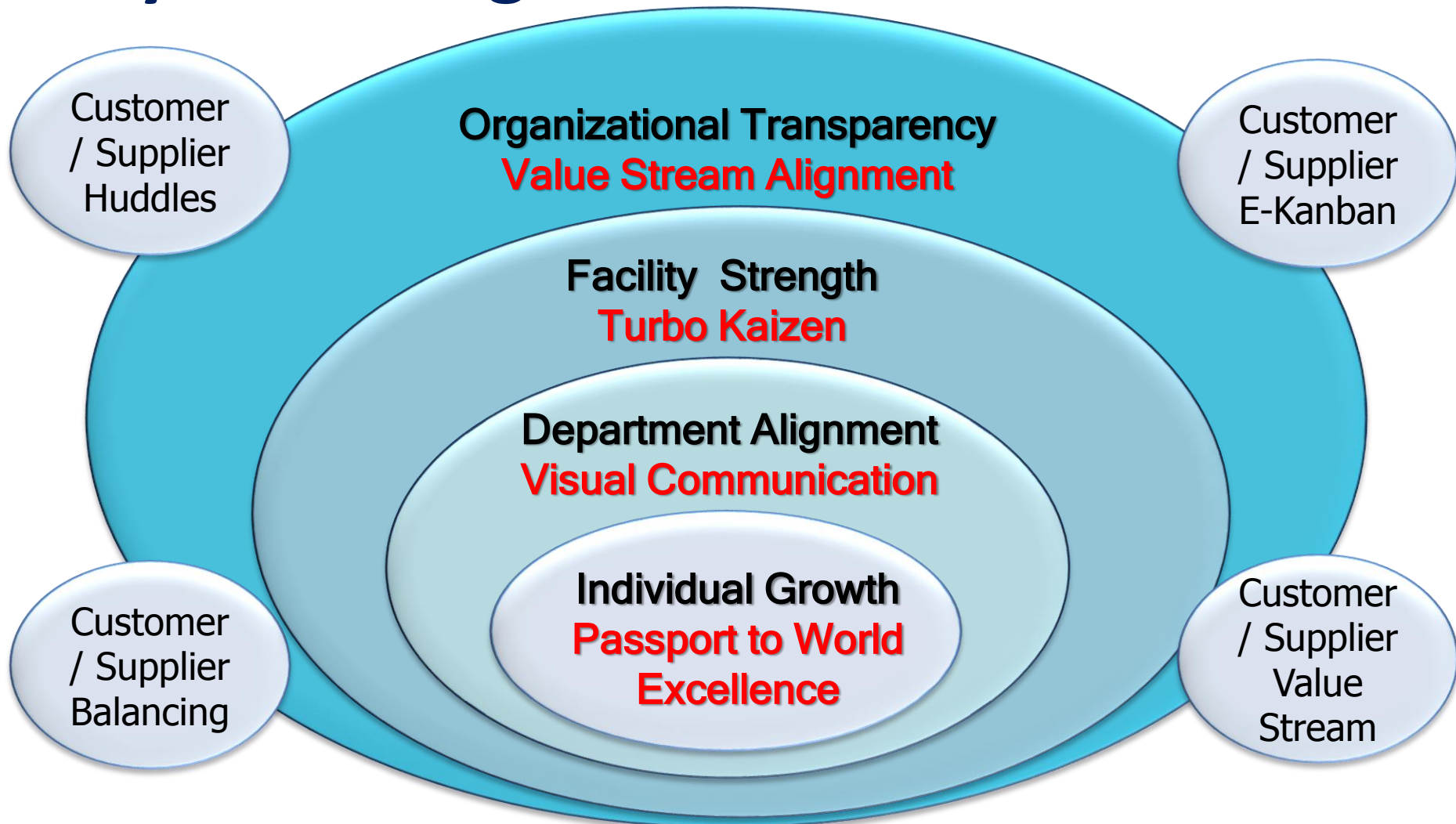
Today's Focus

Tapping into Unused Talent

***How to Generate Ideas from
your Greatest Asset***



"Dynamic Organization Transformation"





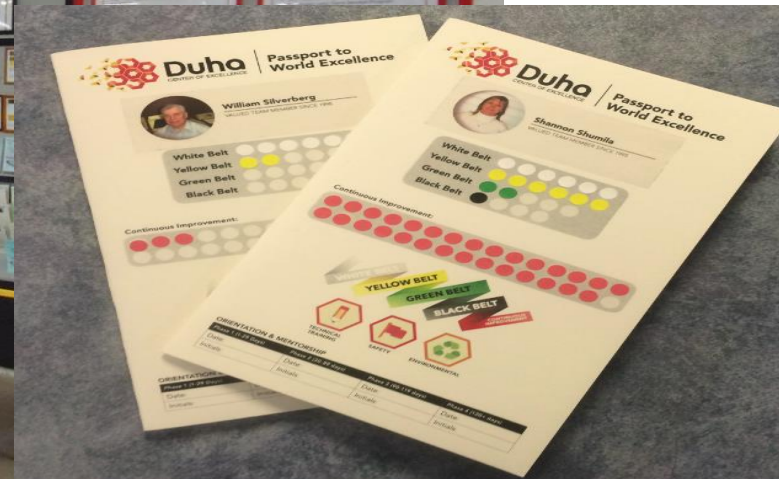
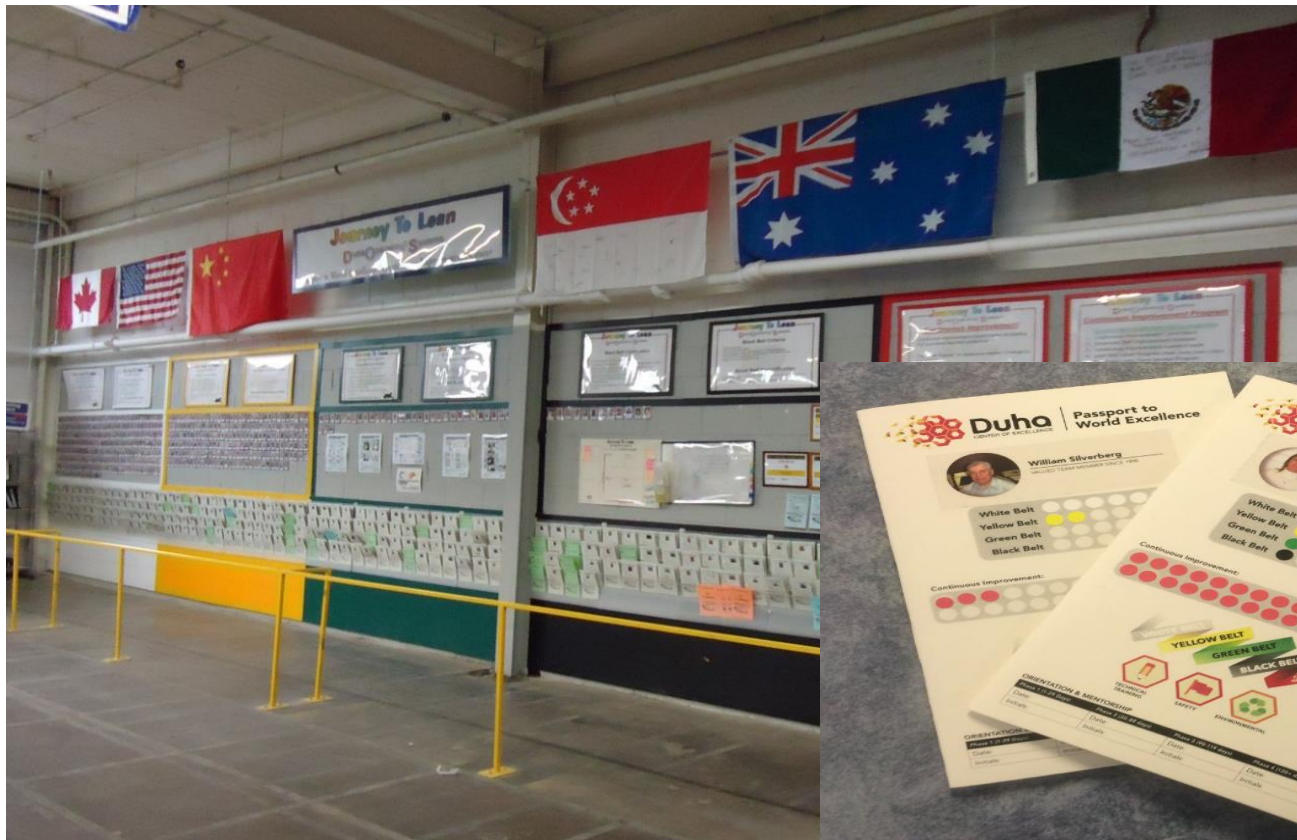
It all starts with...

Stage # 1

Individual Balancing
Passport to World
Excellence



Linking our Global Facilities by Standardizing Learning Strategies



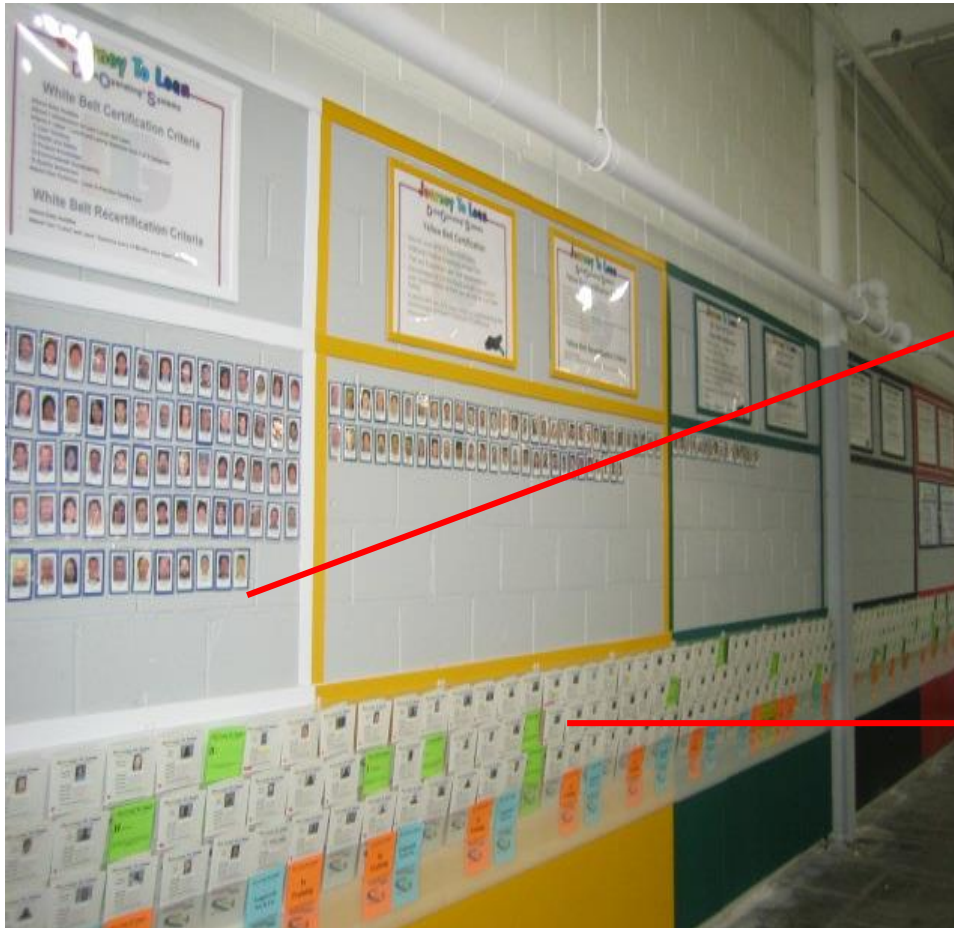


Learning Strategies

Passport to World Excellence Program (Supporting & Recognizing Individual Growth)



The Passport to World Excellence Program





The Passport System

Introduction - White Belt – 100%

Understanding - Yellow Belt – 50%

Implementing - Green Belt – 25%

Training Others - Black Belt 10%

Other Development - Continuous Improvement

Allows team members to grow at their own pace while making gradual improvements



Hive Five Connection

Touch Point Program

4 Month Employee Touch Point

7 Core Values

Wise & Responsible Leadership

Willingness To Adapt & Adjust

Working Towards Excellence

People, Community, Environment

Dream Big

Integrity & Honesty

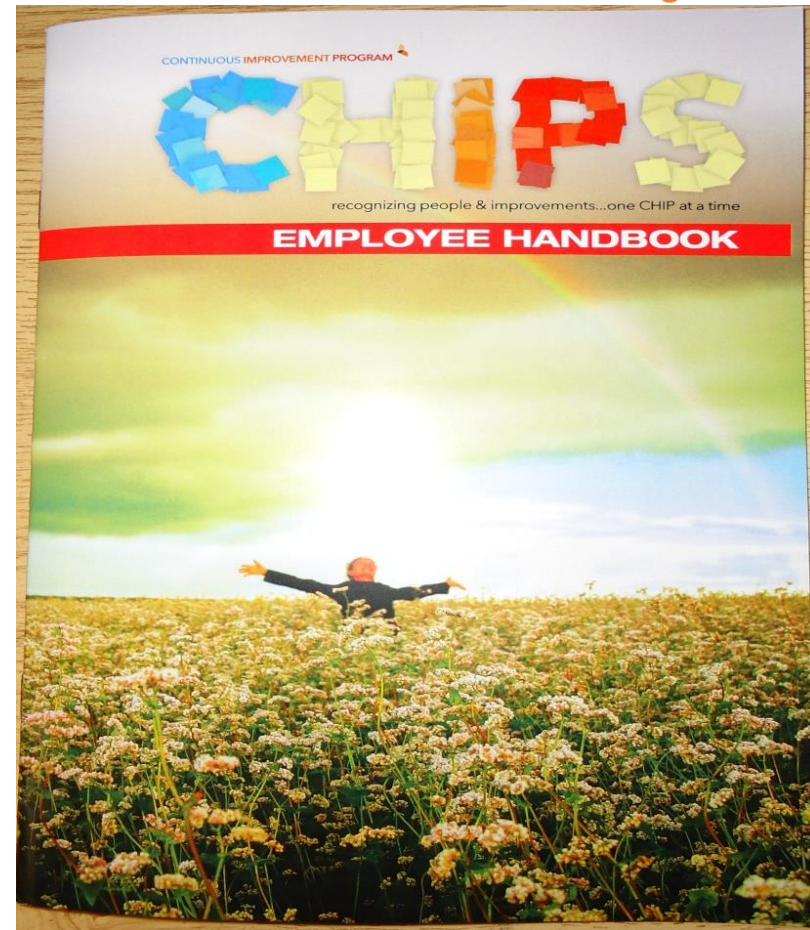
Innovative



Recognizing People & Growth

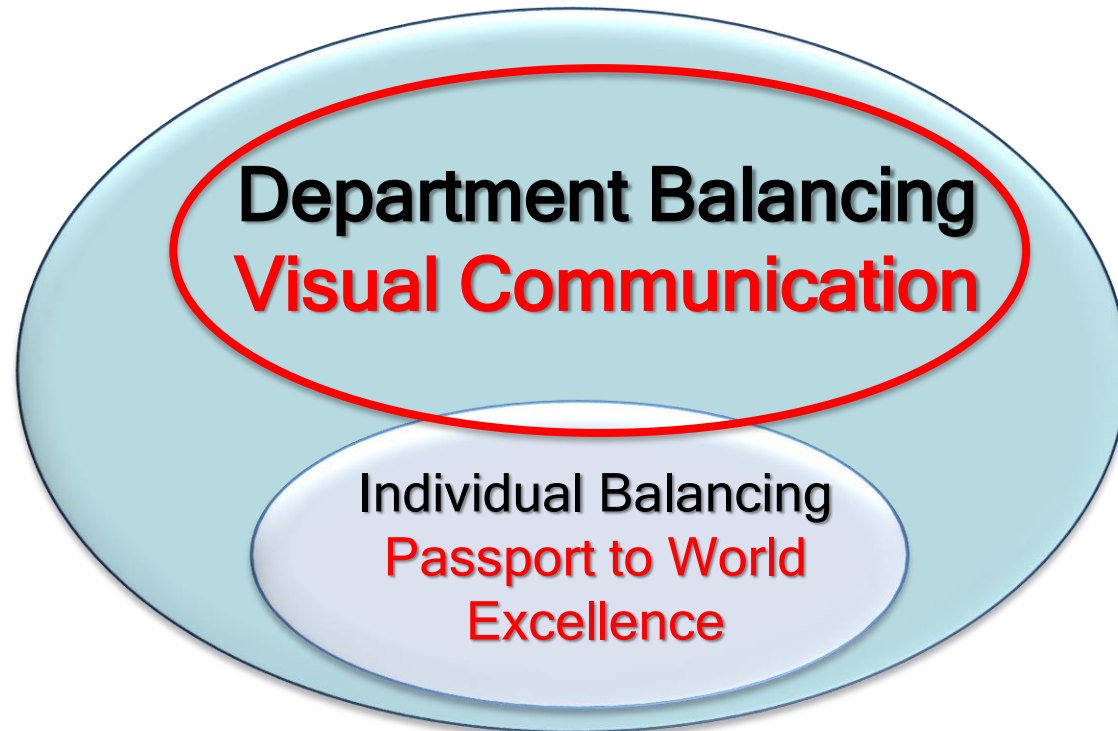
“One Chip at a Time”

Think “Airmiles”
for
Energy
Brainpower
Ideas





Department Balancing Strategies Stage # 2





Department Communication

Building Department Confidence in a **No Blame Environment**





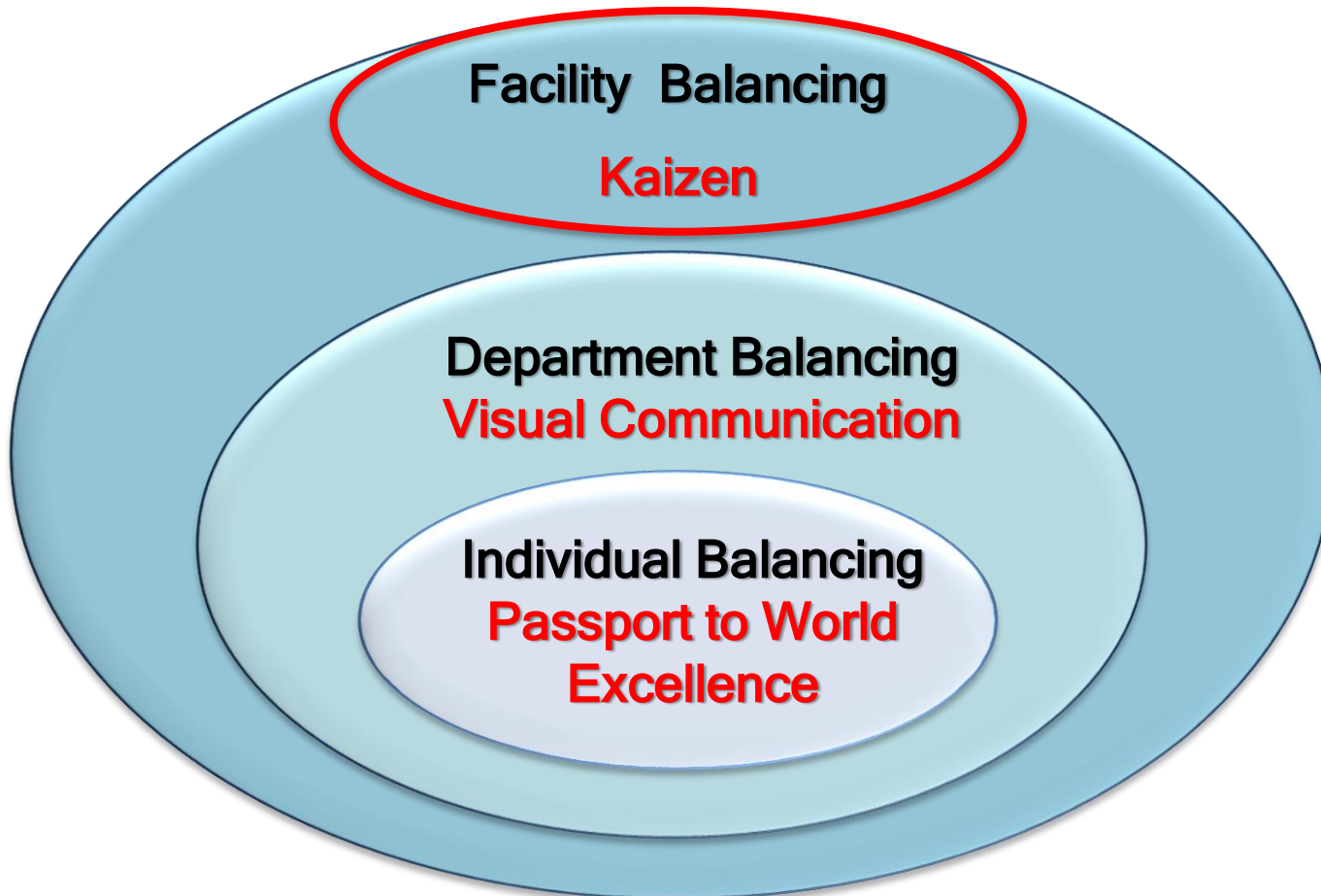
Department Value Stream Cycle





Team Dynamic Balancing Strategies

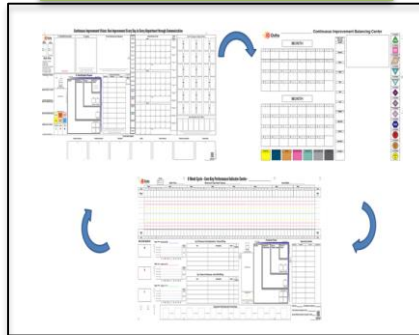
Stage # 3





Facility Kaizen Alignment

Department #2

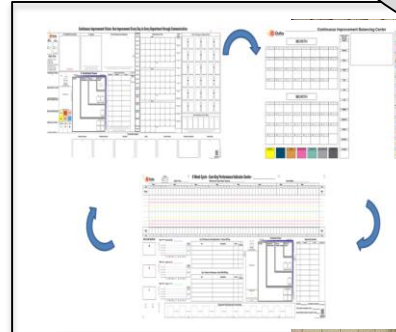


Department #4

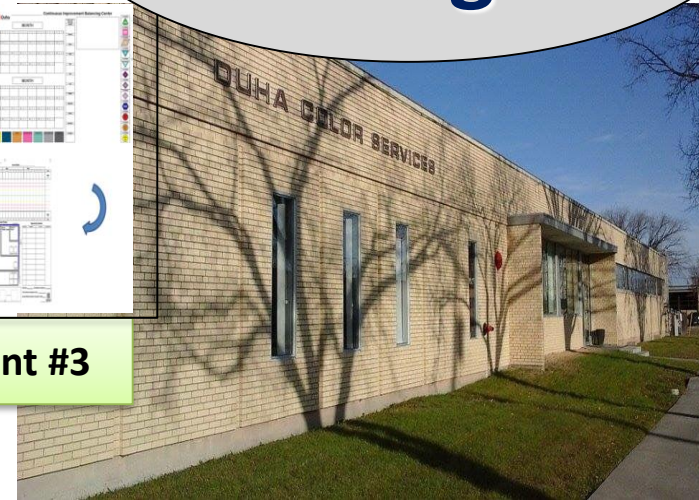
Department #1



Department #3

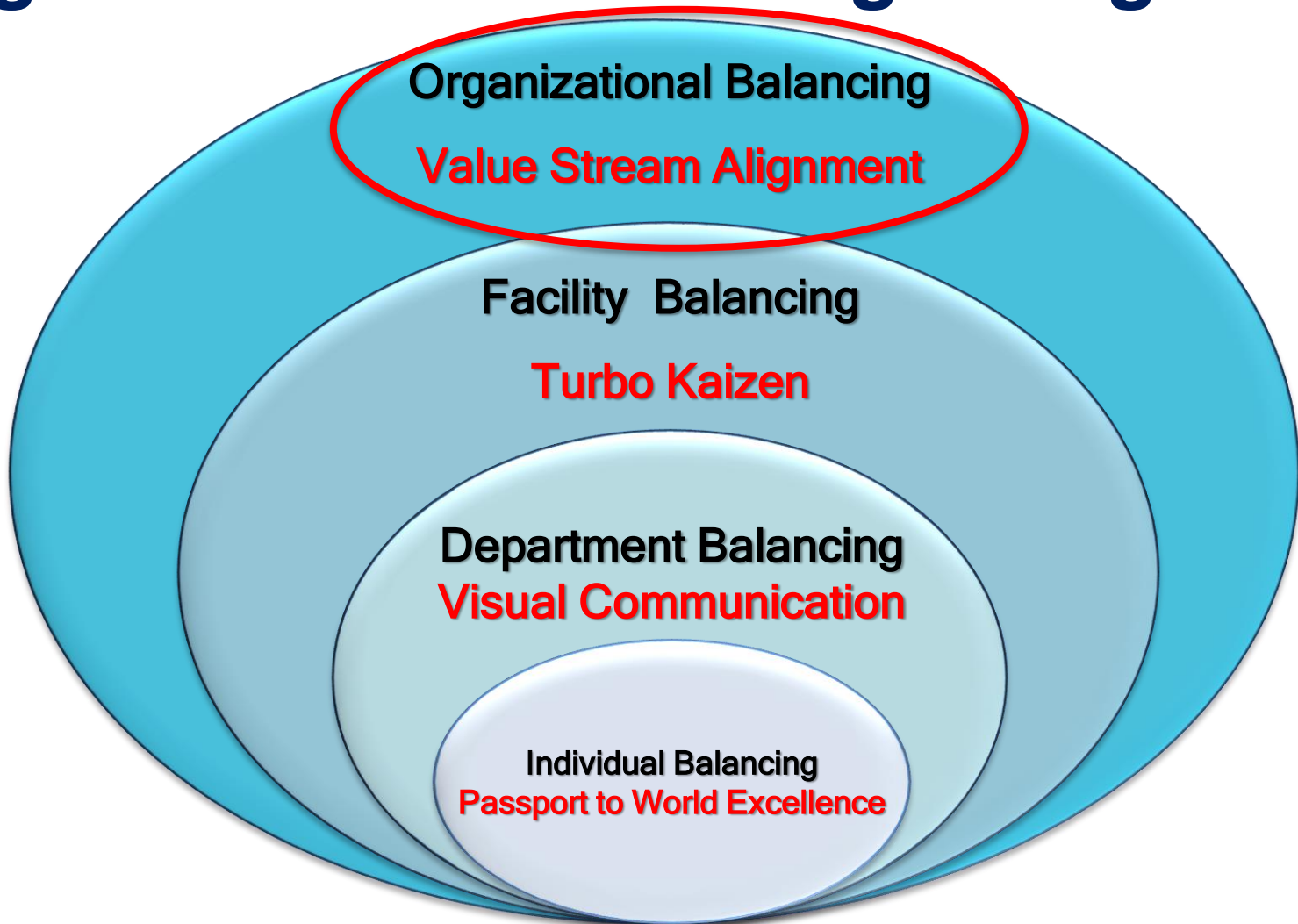


**Kaizen
Strategies**



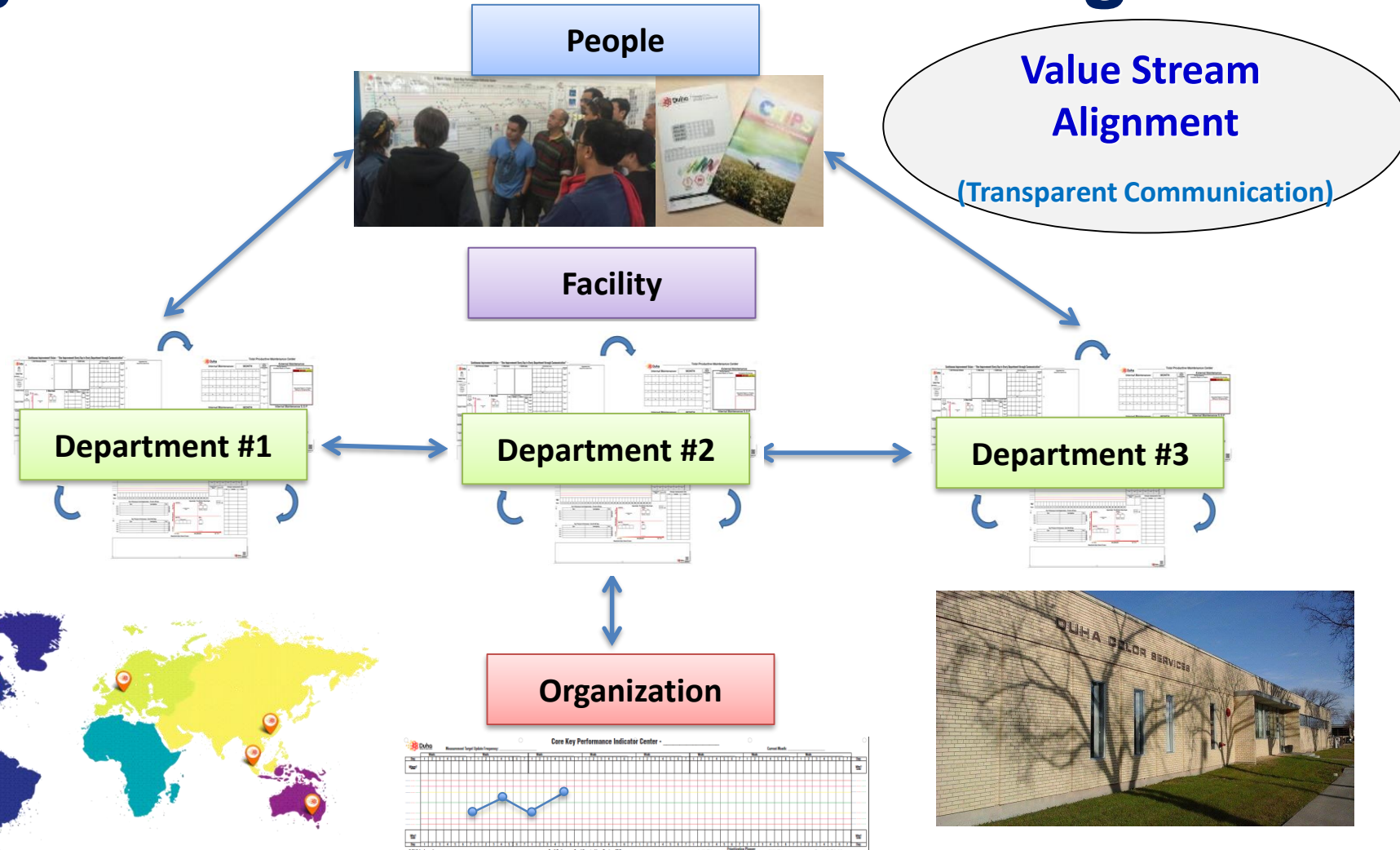


Organizational Balancing - Stage #4





Organizational Value Stream Alignment





Strengths-Weaknesses-Opportunities-Threats (S.W.O.T.) Brainstorming Activity Chart



This product and others available at:
www.duha-ce.com www.duha-cu.com

<u>S.W.O.T. Name/Type</u>	<u>Event Date</u>	<u>Team Name & Members</u>	<u>Facilitator</u>
Unused Talent	Oct 29th	AME Attendees	Duha Group
<u>Strengths</u>	<u>Weaknesses</u>	<u>Opportunities</u>	<u>Threats</u>
	<small>Number each sticky to reference related opportunities</small>	<small>Number each opportunity to reference related weakness</small>	
		Use this color sticky to link to Prioritization Planner Tool	
Strength	Weakness	Opportunity	Threat
5 Minutes	10 Minutes	10 Minutes	5 Minutes

Roles at Table

- Facilitator
- Post-it Sorter
- Write on Strength Post-It
- Write on Weakness Post-It
- Write on Opportunity Post-It
- Write on Threat Post-It



Unused Talent Waste (8)

- Not using *all* of an employee's talents
 - Cross Training
 - Education
 - Prior Experience
- Not using employees ideas
 - Gemba
 - The ones who do the job





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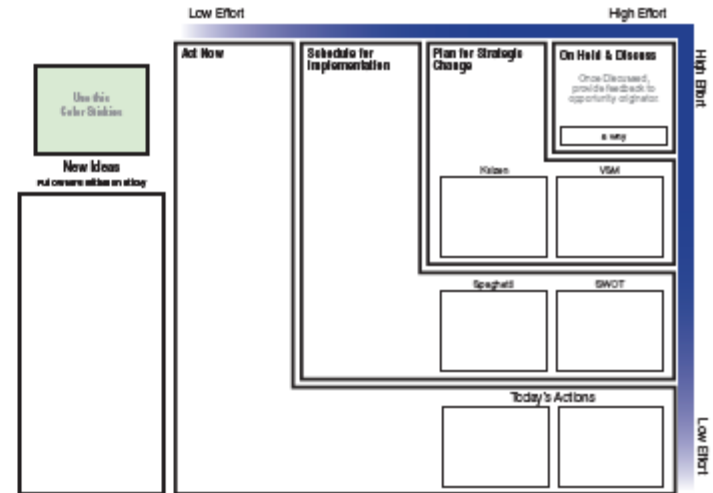
S.W.O.T. Kaizen Implementation Center

Strengths-Weaknesses-Opportunities-Threats (S.W.O.T.) Brainstorming Activity Chart

S.W.O.T. Name/Type	Event Date	Team Name & Members	Facilitator
<u>Strengths</u>	<u>Weaknesses</u> <small>Identify areas of ability to enhance or take it up further later</small>	<u>Opportunities</u> <small>Identify areas of potential to enhance or related one already</small>	<u>Threats</u>
		Use this color of sticky to link to the Prioritization Planner Tool	

Opportunity

Prioritization Planner

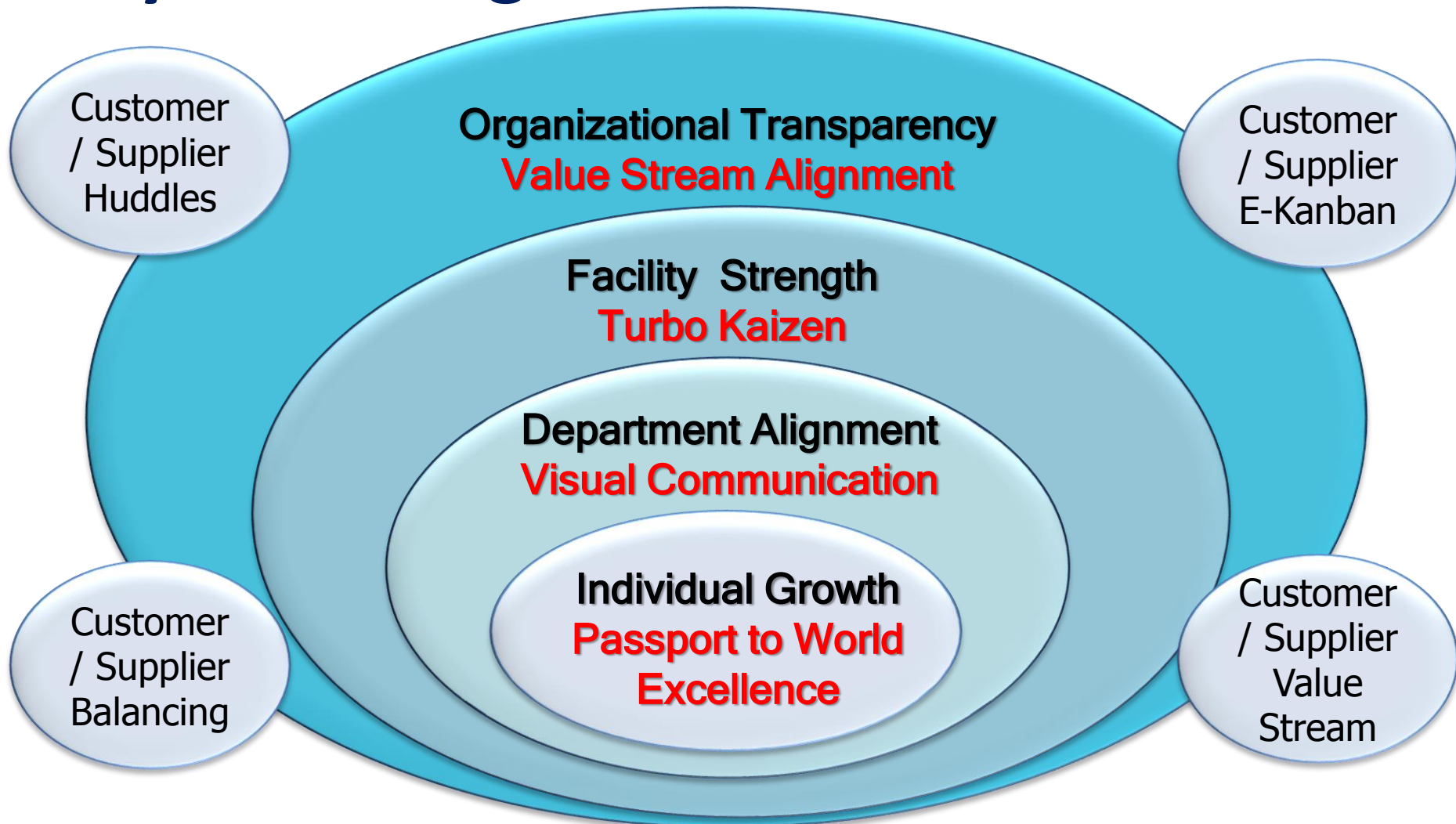


Strategic Implementation Schedule

Event Name	Event Dates	Team Members	Completed
Task	Team Member	Time Frame	



"Dynamic Organization Transformation"





Questions / Discussions on Building a Roadmap for Sustainable and Continued Learning



Thank You!

Your opinion is important to us!

Please take a moment to
complete the survey
using the conference mobile app.

Session No: TS/17

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