

How Do You Produce 300,000 Aircraft in Four Years?

A Powerful System for Increasing Performance and Sustaining Gains



The Workplace Productivity Challenges of Today

In today's 24x7 hyper-competitive world of 'do more with less', organizations and their managers are looking for solutions and new ideas to continually increase productivity and performance. The pressure to produce more is multiplied by the fact that clients are often required to produce with an inexperienced, unskilled, and untrained workforce. Sometimes the supervision and management themselves are inexperienced, unskilled and untrained. If any one of these elements come into play, a "Toxic Environment" is created. A "Toxic Environment" severely limits an organization from meeting its goals. One characteristic of a "Toxic Environment" is the lack of cooperation and loyalty within the workforce and within the ranks of management and leadership. The absence of cooperation and loyalty make it difficult, if not impossible, to complete work. Does this exist in your organization in some way today?

Today, organizations are struggling with diversity, gender, cultural, multi-generational, sociopolitical, and economic forces within their workforce. These struggles can manifest themselves into workplace violence, harassment, lawsuits, labor disputes, grievances, suspicion, distrust, low morale, absenteeism, turnover, and a lack of cooperation between the workforce and management all of which negatively impacts productivity and performance. These "Toxic Environments" can put companies out of business, drain public sector productivity, and leave countries and their governments increasingly disadvantaged.

The Productivity Challenges of Today Have Been Faced and Overcome Before

In WWII an elite group of industrial leaders and practitioners faced similar yet bigger challenges and came together "to help industry help itself get out more materials than have ever been thought possible, and at a constantly accelerating speed." This elite group's outside of the box thinking resulted in provocative approaches that translated into unimaginable industrial results.

One of these key approaches to increasing productivity was developing production supervisors so that they had the right skills to lead people and get the job done. Industrial practitioners developed three programs which effectively delivered the skills needed by a supervisor: Job Instruction, Job Improvement and Job Relations.

Doubling Productivity Through Improved Workforce Management Relations

In the three years following the Battle of Midway, the Japanese built six (6) aircraft carriers. The U.S. built 17.

American industry provided almost two-thirds of all the Allied military equipment produced during the war:

- 300,000 aircraft
- 193,000 artillery pieces
- 86,000 tanks
- 2 million army trucks

In four years, American industrial production which was already the world's largest, doubled in size. This incredible growth was largely due to the implementation of The Training Within Industry (TWI).



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The results were staggering, in the three years following the Battle of Midway, the Japanese built six aircraft carriers, while the U.S. built 17. American industry provided almost two-thirds of all the Allied military equipment produced during the war: 300,000 aircraft, 193,000 artillery pieces, 86,000 tanks and two million army trucks. In four years, American industrial production which was already the world's largest, doubled in size.

Break Through Today's Workforce Productivity Challenges

MainStream is leveraging the proven concepts and results to help organizations overcome today's "Toxic Environments" and create an environment for success and increased performance. Your organization can experience the same types of results industry experienced in WWII by equipping production supervisors with four key skills: how to train workers, improve work, effectively handle human relations, and be an effective leader.

MainStream works with your managers to implement a "Train-the-Trainer" program that utilizes a holistic three-pronged approach focused on solving the three primary issues within "Toxic Environments":

- 1) Job Instruction for Today's Workforce - Getting workers properly trained
- 2) Job Methods for Today's Workforce - Improving work to gain efficiencies
- 3) Job Relations for Today's Workforce - Handling job/human relations

Job Relations for Today's Workforce is perhaps the most critical program of the Train-the-Trainer approach as it equips the supervisors and managers with the basic human relation skills that helps them create an environment of cooperation and loyalty. Supervisors get work done through people and by building cooperation and loyalty with his/her workers, regardless of background, gender, ethnicity, culture, and social standing. MainStream's experienced senior management consultants and industry trainers, coach organizations through this program, transferring knowledge directly into the organization so it can be embedded and help sustain increased performance over time.

Contact MainStream to Learn More

MainStream GS, LLC is a Veteran Owned Small Business (VOSB) management-consulting firm that assists clients increase performance and sustain gains. MainStream is applying industry proven best practices for today's challenges through an elite group of world-class business and industrial practitioners who utilize an insurgent strategic model.

MainStream has applied the learnings from TWI with updated best practices for Today's Workforce Challenges approach to the largest industrial complex in the southeastern United States. Of this approach, our client states that it "produces and delivers more value to more people, faster, at less cost and more efficiently than the competition." Contact MainStream to learn more about how we can transfer our knowledge to you to enable you to transform your workforce from a "Toxic Environment" into an environment for success.

The History of Training Within Industry (TWI)

The Training Within Industry (TWI) service was created by the United States Department of War, running from 1940 to 1945 within the War Manpower Commission. The purpose was to provide consulting services to war-related industries whose personnel were being conscripted into the US Army at the same time the War Department was issuing orders for additional material.

It was apparent that the shortage of trained and skilled personnel at precisely the time they were needed most, would impose a hardship on those industries, and that only improved methods of job training would address the shortfall.

By the end of World War II, over 1.6 million workers in over 16,500 plants had received a certification.



MainStream GS

Increasing Performance, Sustaining Gains