

## Engage your Workforce by making Learning Fun!

So you want to engage your workforce? If you attended the **Continuous Improvement Forum 2016** you would have come away with part of the secret to success, *make learning fun* using simulations.

Attendees at the conference were able to participate in learning simulations based on explaining key Continuous Improvement concepts such as:

- Overall Equipment Effectiveness (OEE);
- Just-in-time (JIT);
- Line Balancing;
- Value Stream Mapping (VSM);
- Design for Experiments (DOE); and
- A3 Structured Problem Solving.

Over the course of the 2 days of the conference, four Learning Simulation workshops were held.

So how do you think these key CI concepts were explained in the simulations – easy, by the use of paper airplanes, flying gummy bears, M&M chocolates and Thomas the Tank Engine – of course!

The first simulation session used the Thomas the Tank Engine **Big Big Loader Game**, which guided participants through a hands-on simulation on OEE. Presented by CTPM's Senior CI Specialist, Vince Agostino, the Big Big Loader was used to simulate a mini-factory producing product. Participants were shown equations to calculate OEE and the 7 Losses associated with OEE.

The second simulation session presented by Business Improvement Facilitator from Lean Australia, Brian Levitan, used the **Airplane Game**, where participants formed a production line to produce paper airplanes. By measuring key metrics, as well as challenging and reconfiguring the process being used to produce the paper airplanes, participants explored the key concepts of Just-in-Time, Line Balancing and Value Stream Mapping.

In the third simulation session, flying gummy bears were used in the **Catapult Game** (as seen in Figure

1), a simulation for explaining Design for Experiments (DOE). Presented by Production Engineer from Thales Australia, Charlotte Cordier, the simulation highlighted DOE as a systematic method to determine the relationship between factors affecting a process.

**Figure 1: Catapult Game Learning Simulation Session**



The fourth and final simulation session of the Forum presented by Lean Practitioner from Aristocrat, Doug Mottram, was the **M&M Game**, which used M&M chocolates to walk through a structured problem solving process. Participants learnt the importance of defining a problem and finding the root causes before implementing solutions.

All of the simulations provided a *fun and effective learning environment for the participants*. Why were they so effective? Well, show me a grownup who doesn't like playing with paper airplanes and toy electric train engines, while munching on gummy bears and M&M's.

As we found at this year's annual Forum, these ingredients can take your training to another level of effectiveness, all the while making it enjoyable for the learner. CTPM would like to thank each of the simulation session presenters for their commitment and effort, and helping to make the Continuous Improvement Forum 2016 a success.

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