SUMMARY OF LEARNINGS

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A PERFORMANCE ENHANCER

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RAISING INDUSTRY PROFICIENT ENGINEERS

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RIPE for Professionals

KEY LEARNINGS

- Organisations always want YOU to add Value
  - For that purpose, you are expected to have
    - Clarity on fundamentals pertaining to the job in which you are working
    - Ability to apply them and solve the problems

Professionals of any field make their acts look very simple, because they have mastered the fundamentals of whatever they do.

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KEY LEARNINGS

- Innovation is a process of developing a mindset
  - to think differently
  - to do something differently
  - to question the status quo

- Innovations
  - are universal & can be applied to any field
  - are respected & rewarded by the market
  - can be performed by anyone and hence can be seen happening around us

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KEY LEARNINGS

- What are the sources of innovation process?
  - Need Creation
  - Need Fulfilment

  → Creates a new product/System
  - Functional Enhancement — Improves existing product

Any act of INNOVATION → Value addition to the organisation → Your ability to innovate is an important criterion, to assess your performance

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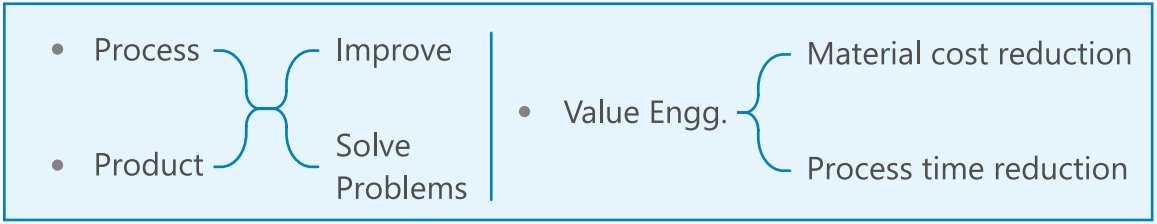
KEY LEARNINGS

- Automation is a process of reducing the dependence on manpower, while getting a task performed.
- Automations create job opportunities or business opportunities, in an altogether different way;
- You need to be innovative, in order to identify those NEW opportunities created by Automations
- An aptitude to be innovative is existing in you; believe it and start practicing it.



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KEY LEARNINGS

- Understanding and fulfilling customer needs

  Treat the customer feedback or customer complaint with respect because it always carries **a new opportunity** with it

- Customer feedback will NEVER be up for a debate

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KEY LEARNINGS

- Orienting theory towards Applications

  In every subject & in every field, there are certain

  - Numbers & theorems that have commercial significance
  - Terminology / nomenclature

  You must

  ✓ Identify quickly

  ✓ Understand completely

  ✓ Internalise thoroughly

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KEY LEARNINGS

- Methods to achieve application orientation

1. Theory to Application
   - Identify a theoretical concept
   - Understand the theory related to it completely and clearly
   - Represent it graphically - To visualise the concept
   - Numerical consolidation - To gain confidence on the concept

2. Application to Theory
   - Select an Engineering problem situation
   - Map the problem to fundamentals
   - Represent it graphically - To visualise the application
   - Numerical consolidation - To gain confidence

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KEY LEARNINGS

- Problem Solving Methodology

  What is the important role played by problems or problem situations in your career?

  - They are nothing but the opportunities to demonstrate your capabilities.

  What is the purpose of recruiting a person into an organisation?

  - The very purpose of recruiting a person is to solve the problems faced by that organisation.

  What is expected from you, in a problem solving scenario?

  - You're expected to give an OPTIMUM solution for your organisation.

  What is an optimum solution?

  - An optimum solution is the one that can be adopted by a particular organisation with reference to its resources.

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KEY LEARNINGS

- Problem Solving Methodology

  What do you think, is the first task in a problem solving process?
  - To understand the problem clearly & completely

  To understand the problem clearly & completely, what do you need to do?
  - Ask yourself the right questions about the problem and then find answers to them
  - Collect all the data / information related to the problem
  - Refresh the engineering / fundamental aspects related to the problem

  What do you think, is the toughest part in a problem solving process?
  - To understand the problem clearly and completely

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KEY LEARNINGS

- Problem Solving Methodology

  What is the next task in a problem solving process?

  - To perform Root Cause Analysis and identify the root cause of the problem
  - Root cause identification makes multiple solution options available at your disposal
  - You need to select the optimum solution for your organisation

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KEY LEARNINGS

- Performance assessment criterion for professionals - Competency model
  - Your selection for a job in an organisation, is an endorsement for your knowledge and skill by that organisation
  - Hence, the moment you join that job, organisations take your knowledge & skill for granted
  - Your performance in a job will be measured with your competence, as it directly reflects your usefulness to the organisation
  - Competence is an ability to complete a task, quickly and cost effectively by using your knowledge and skill

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KEY LEARNINGS

- Performance assessment criterion for professionals - Competency model
  - As an employee, you need to
    - talk only in terms of the value added by you to the organisation
    - upgrade your knowledge & skill, constantly
  - To develop competence, you need to build
    - Problem solving ability
    - Ability to innovate
    - Ability to understand & fulfil the customer needs
  - Benefits of competence
    - Rewards
    - Respect
    - Recognition

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KEY LEARNINGS

- Developing the habit of Curiosity
  - It is the process of trying to know more about something that is already known to us.
  - Curiosity is something that will make and keep the professionals a LIVE WIRE, irrespective of their position and age. *Hence, this habit must be built at the earliest possible.*

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KEY LEARNINGS

Identify the Engineering problem situations

↳ related to the field of your work

↳ and map them to fundamentals

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KEY LEARNINGS

Some sources:

- Understand the SOP's related to products/processes/systems/departments and then map them to the benefits of customers or End users
- Pick up the list of Process problems and Field problems from the data base and understand how they were resolved.
- Identify the performance specifications and the tests that are conducted on the product and understand how they are linked to customer satisfaction or Market positioning.
- Understand the functionality of various parts that go into a product and question yourself on how you can achieve the same function in a different way.

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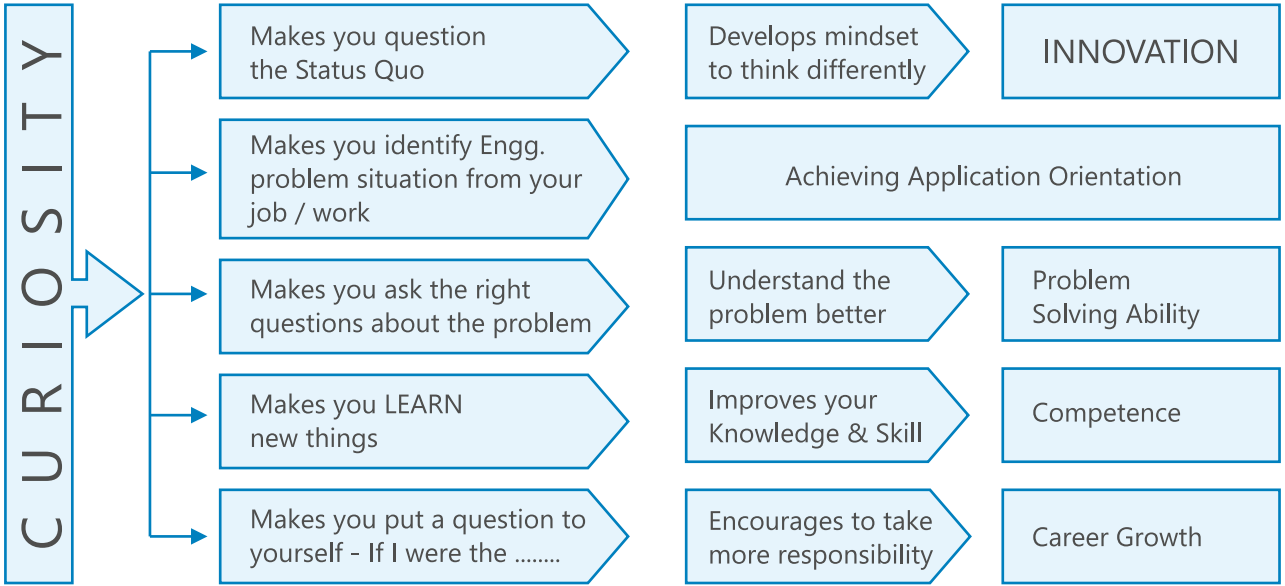
KEY LEARNINGS

- Benefits of being CURIOUS



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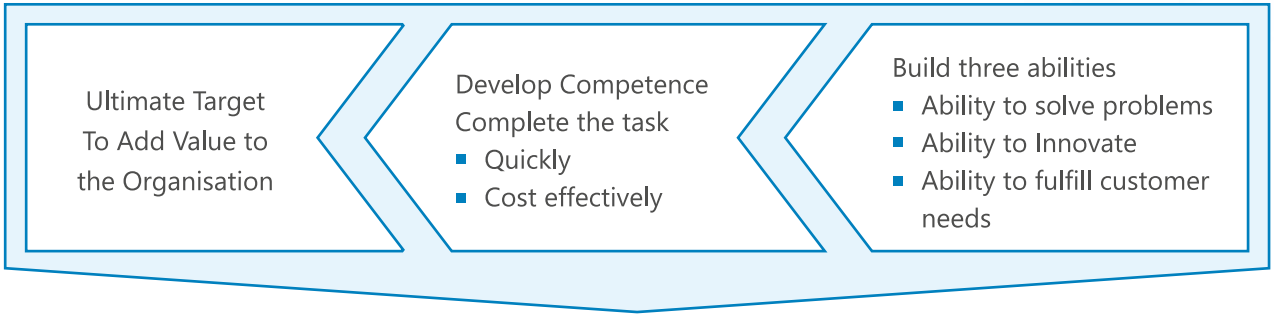
PROGRAM SUMMARY



You need

KNOWLEDGE
SKILL

- Clarity on fundamentals related to your job
- Ability to apply those fundamentals

Organisations want to see these two in you

You require

JOB SELECTION

- Curiosity
- Application Orientation

Professionals of any field make their acts look very simple, because they have mastered the fundamentals of whatever they do.

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AWAKENS THE ENGINEER IN YOU

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