

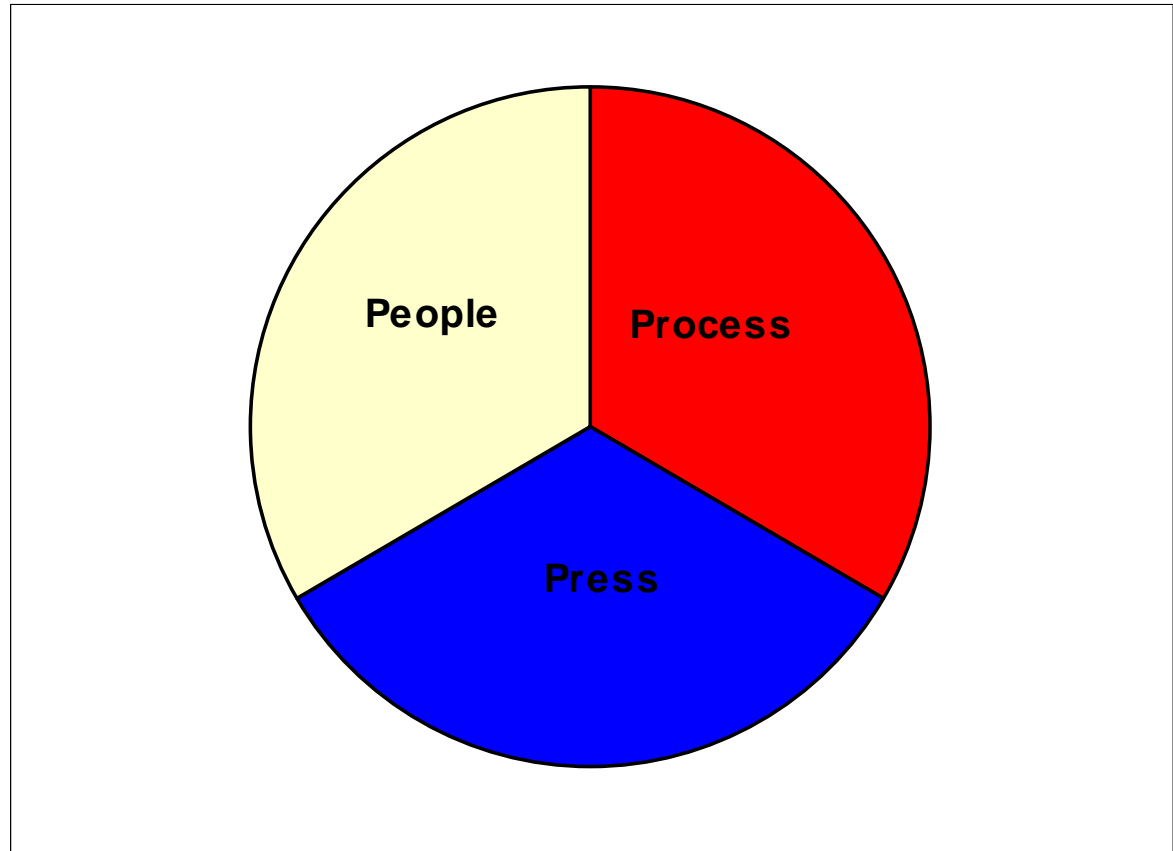
# Gravure Training



Tomorrow's Craftsmanship

# Gravure Printing Basics (3-P's)

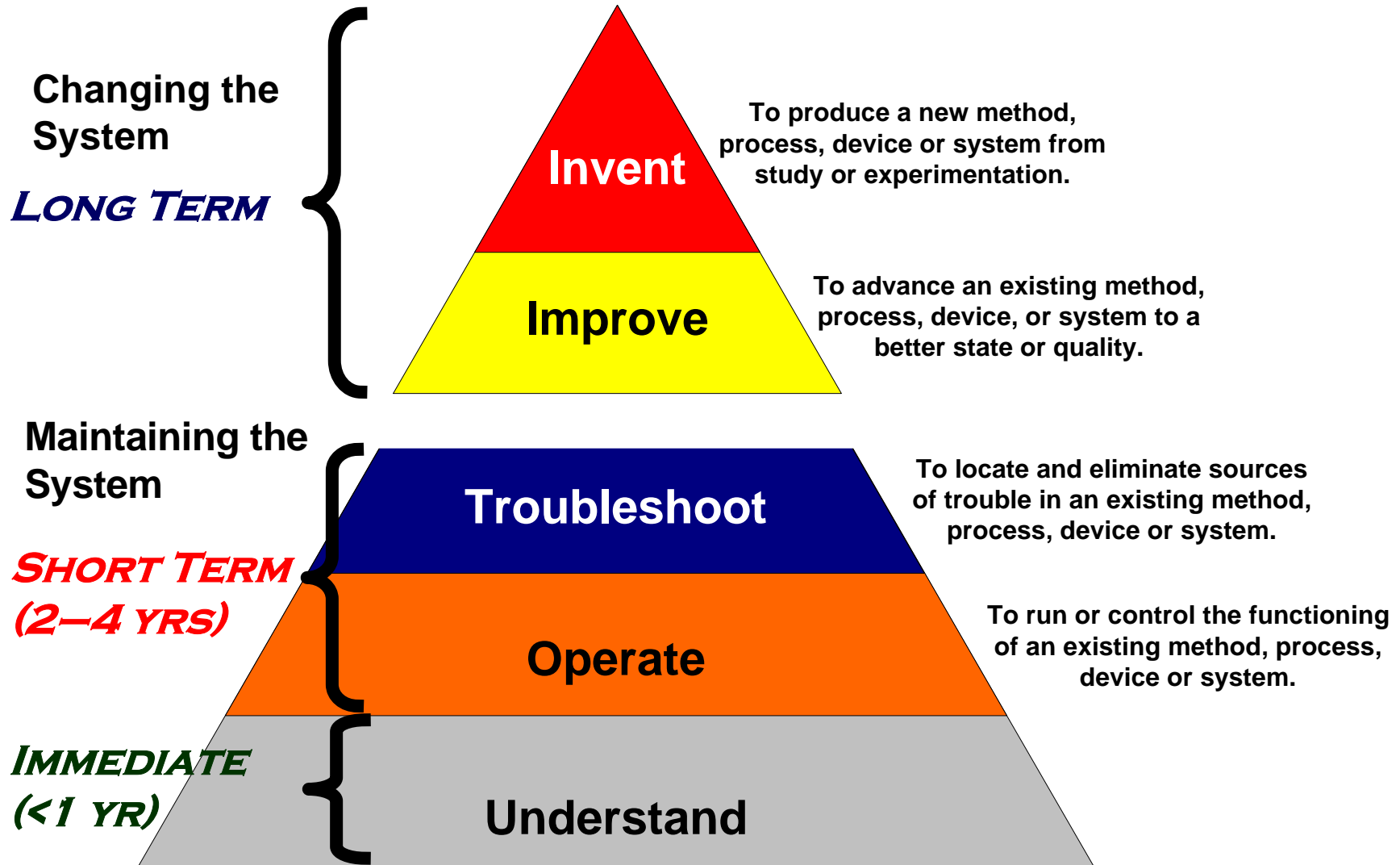
- People
- Process
- Press



# Common Printing Objectives

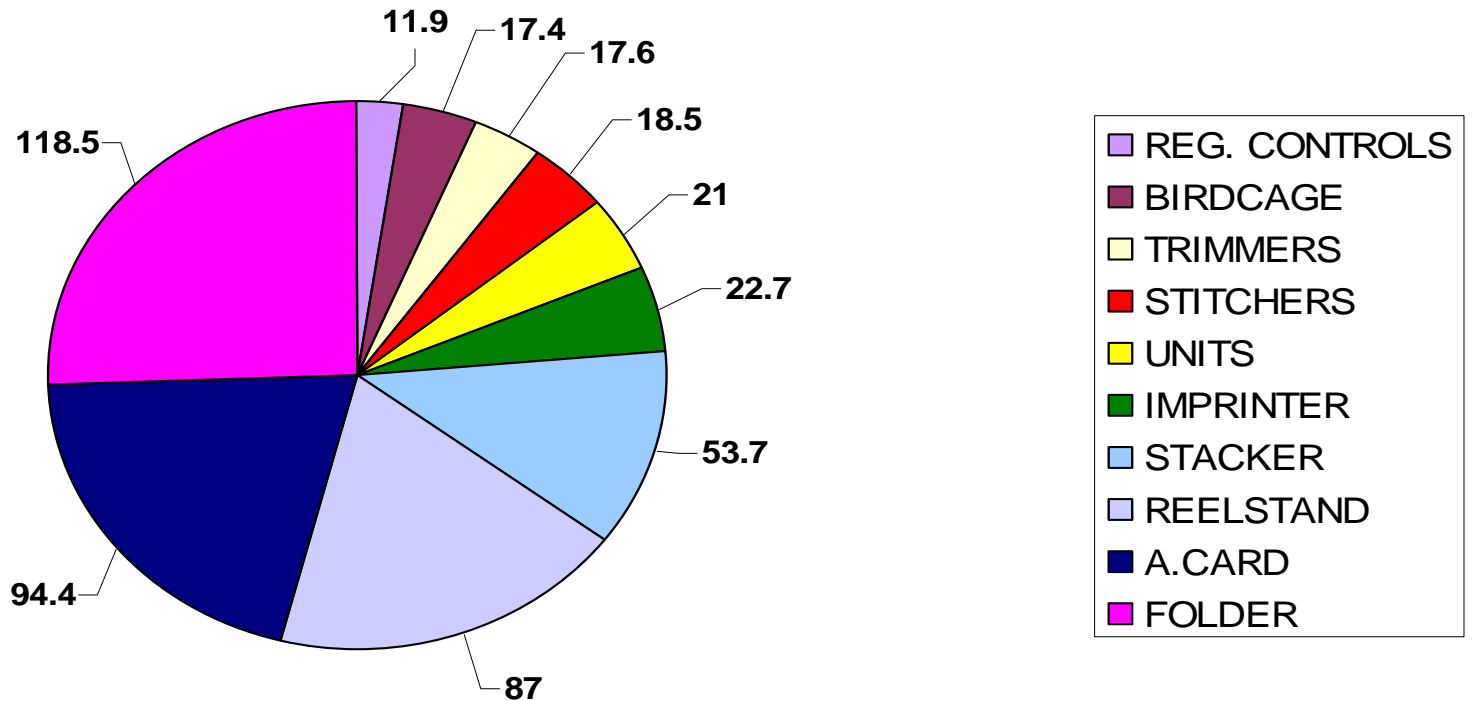
- **Be a quality print provider**
- **Deliver a timely product**
- **Be a low cost producer**
- **Improve efficiencies**
- **Reduce waste**
- **Reduce cycle time**

# Development Assessment



# Prioritizing Training Dollars

## MECHANICAL AND ELECTRICAL D/T HOURS



# 12 Gravure Core Competencies

Safety & Housekeeping	Maintenance & Troubleshooting	Paper Handling & Splicing
Web Handling & Registration	Make-ready Organization	Inking & Impression
Waste Management & Environment	Folder Operation & Troubleshooting	Auxiliary Equipment
Leadership & Organization	Quality	Process Documentation

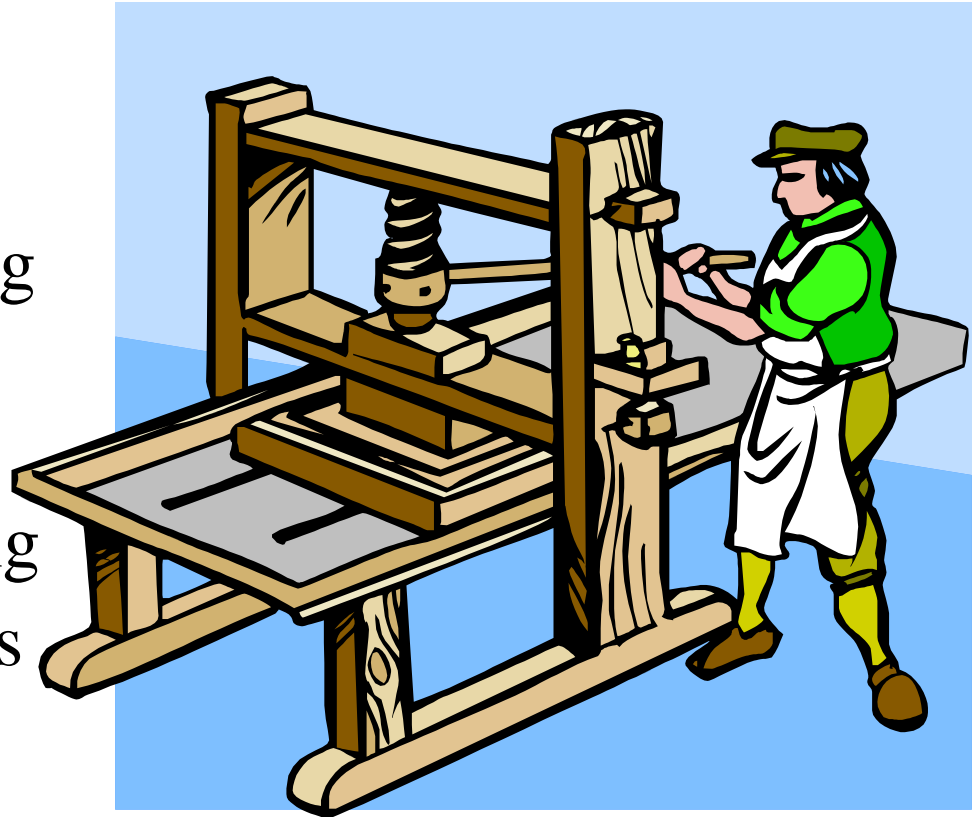
# Leadership



- Technical, Interpersonal, & Conceptual Skills
- Skill Balance
- A Press Leaders' Role
- Making Good Decisions
- Chain of Command
- Setting Clear Expectations
- Coaching Skills
- Leadership Qualities
- Giving Honest & Timely Feedback
- Informal Discussions
- Criteria for Formal Discussion
- Work-Habit & Performance Discussions
- Formal Employee Discussions
- Things that must be reported immediately!

# Make-Ready Organization

- Pre-Make-Ready Preparation
- Maintenance Planning
- Paperwork and Job Information
- Make-Ready Mapping
- Crew Responsibilities
- Final checks
- Start-up





# Training Cost

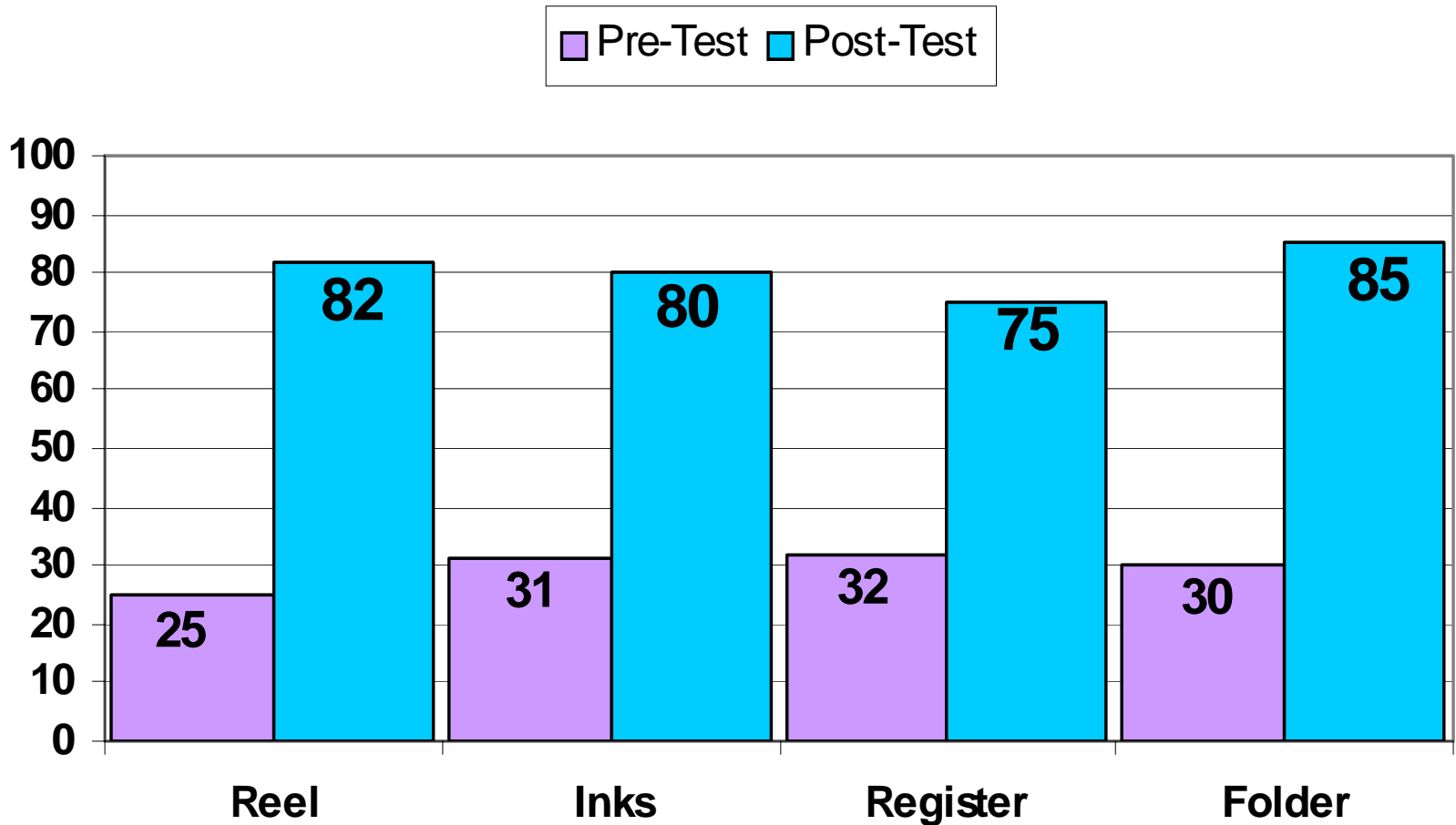
\$ Labor

\$ Trainer Cost

\$ Location & Materials

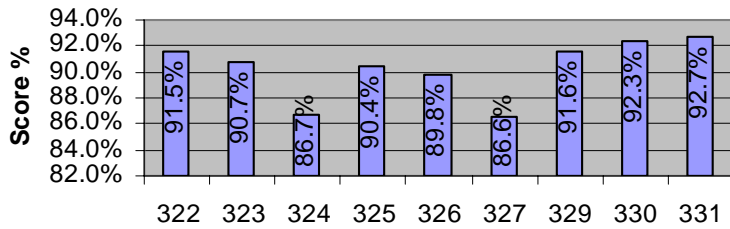
\$ Video Equipment & Overhead Projector

# Training Assessment Metrics

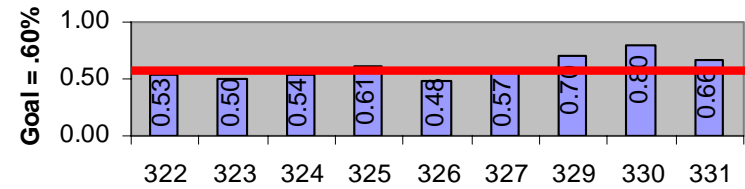


# Performance Metrics

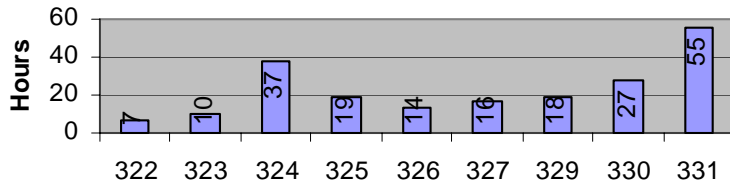
**November, 2006 Quality Scores**



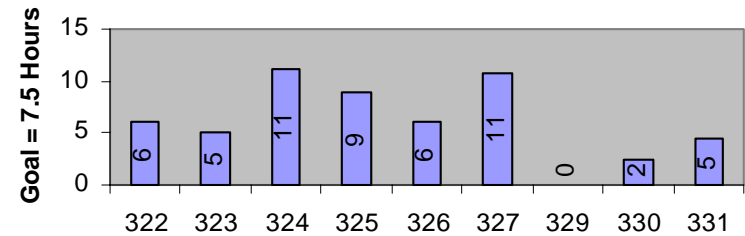
**November, 2006  
White/Core Waste Percentage**



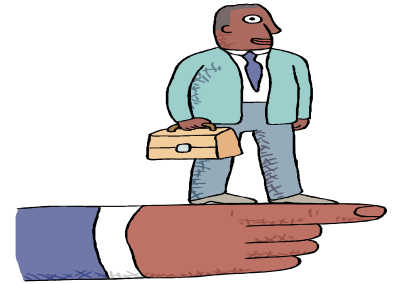
**November, 2006  
Folder Downtime**



**November, 2006 Paster Downtime**



# Follow-up is Key!



- Did they get it?
  - Assessments
- Are they doing it?
  - Mentors
- Is it working?
  - Performance Metrics

# Training Intangibles (things we cannot measure)

- The accidents that didn't happen.
- The Employee disciplinary issues that don't occur.
- The waste product that you didn't occur.
- The equipment that wasn't broken.
- The Customer that didn't complain.
- The parts that didn't need replacing.
- The turnover that doesn't occur.
- The downtime that didn't happen.