

APPLIED FOOD SOLUTIONS

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A RECENT SUCCESS

AFS developed a series of custom courses designed to recreate a learning culture for the client at a pace and cost determined with the client. The customization and delivery are modified to meet the regulatory and quality system requirements of the client.

Cooking 101

Cooking 201

Cooking 301

A LEARNING CULTURE

I began discussions recently with a client that wanted to begin some on-going training in a plant that fully cooks protein. As we discussed the potential training topics we got to the point in the discussion where I ask what exactly would they like to achieve with the training. Generally, the responses I get will range from something as routine as fulfilling some requirement to something much more elaborate. In this case the plant leadership really wanted to educate their employees to the point where they understand not only how their processes work, but why. The training then involves some fundamental science principles, which for some may seem completely inappropriate in an industrial or business setting. Or is it inappropriate?

So, what do these folks hope to achieve? As we visited details I realized that plant management wanted to recreate a learning culture, not create one. I had been part of an education opportunity at this company almost 20 years ago. The business relevant benefits of a learning culture they experienced 20 years ago included improved root cause analysis and problem resolution, increased employee involvement, increased employee retention, improved productivity, improved quality; as well as accelerated process and employee development. Now I understand what they hope to achieve and I can help them get the results they desire. So, we have a series of training courses that cover the scientific principles around their product and process, as well as Continuous Improvement (CI) principles allowing more effective long-term improvements.

My client will create the learning culture throughout the plant. We will involve operations, maintenance, QA, HR etc. so that we are not leaving departments or individuals behind. The approach for this team also supports their CEO's efforts to use CI to improve the business. In Fact, I believe this plant will become a leader in the CEO's efforts. What employees can achieve given the proper tools and background is amazing.

WILL LEARNING IMPROVING YOUR BUSINESS?

Do you want to create a learning culture in your organization? If you decide to instill a learning culture, how will you achieve that goal? The answer to

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these initial questions will allow a road map to reach learning goals and the business results they bring. If you want to discuss how learning culture applies to your organization, please feel free to contact me.

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