Scaling up Workforce Bootcamp (Frequently Asked Questions)

Who is this for? Organizations looking for internal growth and promotion.

Why is this important to employers? One of the biggest expenses on any P&L is variable labor.

What's the problem with variable labor? Missed budgets because of turnover, consistent training, and skill gaps.

Cross industry problem? Most training programs are not relatable, generic, and make no impact to the P&L.

How is this different? Ryan Repich was a high energy, ADHD, top performer in the supply chain and manufacturing floor and barely graduated high school. Later in Ryan's career he wanted to make an impact and went to school at night and on the weekends. Ryan achieved his Masters, Doctorate, and certifications in Project Management and Six Sigma. Ryan was passionate about changed management and talent development.

What's Ryan's experience? Academically, he's developed college classes, audited programs, and instructed for numerous schools. Professionally, Ryan has led multiple large-scale organizations.

How is Ryan's approach different? Ryan's training is centered on floor associates and creating a relatable experience that is not boring, is understandable, is actionable, and can make a difference to the individual and organization.

Can you provide an example? Most operational development consultants, coaches, instructors etc. fail to showcase within their programs the importance of learning financial variance and the connections to process variation for improving departmental measures and organizational goals.

Can you elaborate on the example? At all levels people need to understand the game their playing and integrating financial variance and process variation training can demonstrate why actions are needed to move the needle.

Specifically what positions can this training build? Floor Supervisors, Team Leaders, Key Operators, Inventory Analysts, Production Planners, Supply Chain Coordinators, Procurement Specialists, Quality Analysts, Customer Service Professionals.

What are the key learning categories? Servant Leadership, Financial Assessments, Project Management, Process Improvement, Business Communication

What is the process to scale up and employee? Two remote sessions per week (45 min) over 5 months.

What is covered in the sessions? Session 1(Mon) is concepts; Session 2 (Fri) is situational actions/impact.

How does this help the organization? Tangible deliverables throughout the journey such as score card development, KPI building, project plan creation etc.

How do you measure success? Monthly formal review with the project sponsor and final presentation.

Is there business risk? Yes, employees can leave at anytime but investing in them and integrating some additional perks helps to mitigate the potential that key performers will leave.

What are the next steps if we're interested? There is a vetting process with Ryan Repich and his team to see if the project is a good fit.