



PERFORMANCE IMPROVEMENT

CONTINUOUS IMPROVEMENT

CUSTOMIZED ELECTRONIC SERVICES

Balanced Scorecard Business Strategy and Execution

At TMG, we believe that a fully engaged and productive workforce is a direct result of first class leadership at all levels, from the front office to the first line supervisors. We provide our partners with customized leadership development programs that helps strengthen and empower current leaders as well as preparing others for the task when needed. Our philosophy is that an employee is only as good as their leader and everyone needs to be ready to play like a champion when their name is called.



TMG supported development of the Army Fleet Support Annual Business Plan by using the Balanced Scorecard/Lean Six Sigma methodology to include developing the annual planning and execution system, which significantly affected the contract performance for a 3,000 person workforce at Fort Rucker, Alabama. TMG performed a complete analysis of the existing Production Skills Training Program to include a Current State Map, GAP Analysis, Future State Development, Training Strategy Design, and

Courseware Development to support the implementation of the new Production Skills Training Strategy. TMG also developed a Current State Assessment of Leaders Critical Skills & Abilities at all layers of operational leadership via face-to-face interview. Performed a GAP analysis and identified opportunities for Improvements to improve essential leader skill sets. TMG then designed a Leader Development Program to fill those gaps and improve the process of leader training at Army Fleet Support.

BENEFITS & VALUE:

First year performance increased contract performance and resulted in the largest performance award incentive bonus ever awarded on the largest Operations and Maintenance funded contract in the U.S. Army. As the result of these program deliverables, Army Fleet Support has completely revamped the manner in which leaders are trained and developed throughout the organization. Leaders at every level now have a mechanism through which they can improve critical skills, seek training, and receive coaching from other High Performers. The Production Skills Training Program has also benefited the company by Reducing Time-to-Competency, Reducing Training Overhead, Increasing First Pass Yield, and Increasing Operational Capacity.

REFERENCE POC:

Tom Green. General Manager, Army Fleet Support, L3 Communications 334-803-1409, tomgreenfcky@gmail.com

ABOUT TMG, INC:

Training Modernization Group is a registered Serviced Disabled Veteran Owned Small Business and recognized as a Leader in Human Performance Systems including Strategy Development, Analysis, Design, Development, and Implementation as evidenced by the awards and recognitions received by the American Society of Training and Development (ASTD) and recognized expertise through partnerships with the Association of Manufacturing Excellence (AME), HRQMC, VOW Coalition, New Horizons Regional Education Center. Our partners include Huntington Ingalls Industries - Newport News Shipbuilding, Northrop Grumman Newport News, the Virginia Department of Transportation, BAE Systems Ship Repair, L-3 Communications Army Fleet Support, Ball Metal Container Operations, Minerals Technologies, Measurement Specialties, Earl Industries, Liebherr Mining Equipment, the U.S. Army Training and Doctrine Command (TRADOC), and Wyle.

For more information: Contact Joe Barto (757) 218-8444 or jbarto@tmgva.com