



Automotive Component Manufacturers Association Of India

The Capital Court, 6th Floor
Olof Palme Marg, Munirka
New Delhi 110 067, India
Tel: + 91-11-26160315 Fax : +91-11-26160317
nr@acma.in | www.acma.in

(By E-mail only)

24th May 2021

To: All Members in Northern Region

E-Certification Program On MOTIVATION IN MANUFACTURING

Wednesday, 16th June & Thursday, 17th June 2021

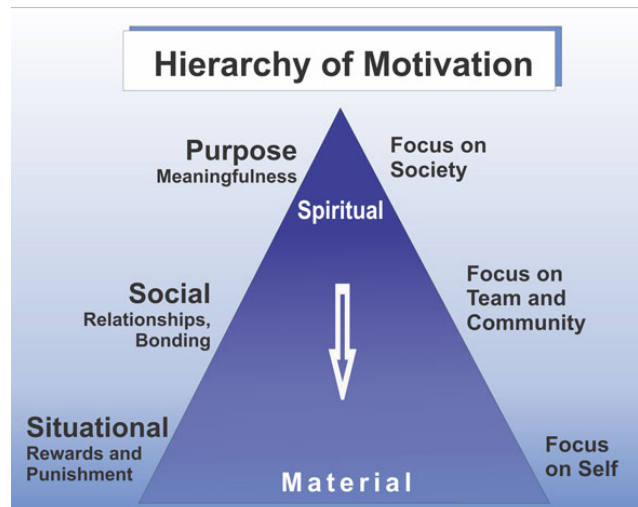
Time - 10.00 a.m. to 1.00 p.m.

Online platform using WebEx

It has been our endeavor to provide valuable services to our members. In an effort to strengthen this further, ACMA (Northern Region) is organizing an **E-Certification Program on Motivation in Manufacturing** which is scheduled for **Wednesday, 16th June & Thursday, 17th June 2021** using Cisco WebEx platform.

Introduction and Course Overview

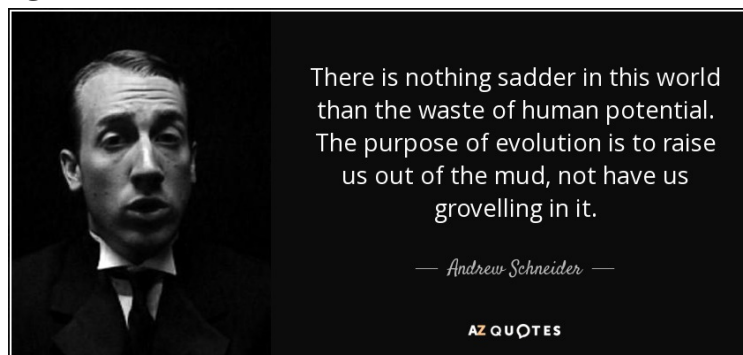
In our endeavor to upgrade skill level of employees, we must ensure that they are motivated to utilize their TRUE POTENTIAL.



In order to improve Quality and Productivity in any company, generally we try to upgrade skill level of Operators, Supervisors and Managers about 7-Wastages and 3M (Muri, Mura and Muda).



However most of the companies forget the 8th Wastage – rather it should be termed as the biggest wastage namely – Wastage of Human Potential.



There are big gaps in our potential and what we are doing.

- What is the reason for this?
- Why we do not feel self-motivated to excel in our fields?
- Why do we feel satisfied with what we are doing?
- Why do we feel that whatever we are doing is the best & no improvement is possible?
- Why we cannot benchmark ourselves with the best in the industry?
- What is holding back all of us?
- Why do we not aspire to challenge the status quo?
- Why are we afraid of taking risks?



This 2-day workshop has been designed to provide answers to these questions and assist the participants to work towards realization of their True Potential.

Introduction and Program Objective:

- There are always 2 parts while working in any department - Technical Part + Willingness Part or Motivational Part.
- The main challenge in today's competitive scenario is not just understanding of Technical Part but how to improve the Willingness Part - how to improve the Motivational Part?
- The Technical knowledge possessed by any person is useless unless he/she is willing to use that Technical knowledge to improve the current situation and utilize his/her True Potential
- All of us need Motivation, to do something better, to excel in Life, to Improve our performance, to improve our team's performance, to sustain improvements, to keep a burning desire alive in ourselves, to enjoy what we do and ultimately work towards Self Actualization.
- It's time to do a Self-Analysis - to understand where do we stand on a scale of 10 so far as utilization of our true potential is concerned? What about the status of our team members? How many marks would we give to ourselves when we try to evaluate our team's status for utilization of their True Potential?
- What should be done to reduce the gap between our True Potential and what we are doing?
- What is the main role of a manager? Are we the Managers who lead OR are we the Leaders who manage.
- A man is identified by his personality & public image. It is not merely external looks but totality of the person including character, behavioral traits and attitude towards life.
- Personality development - is the improvement of behavioral traits such as communication skills, interpersonal relationships, attitude towards life and restoring our ethics.
- Whether we are working in manufacturing or non-manufacturing area - our endeavor should be to Self-Motivate ourselves first, Learn Leadership skills so that we can motivate our team members and finally work towards becoming an Effective Leader and Trainer.

Program Coverage:

- Roles and Duties
- What is Motivation?
- What is Self-Motivation?
- How to motivate others?
- Moving from Conformance to Performance
- Communication Styles (verbal + body language)
- Leadership Qualities
- Determinants of personality
- Personality factors
- Maslow's Need Hierarchy Theory
- Theory X/Theory Y
- Hoshin kanri (Policy Deployment)
- Train The Trainer

Program Takeaway Benefits:

- Understanding of Value System
- What should be done to utilize our True Potential?
- How to keep the Team motivated? How to improve our Leadership styles?
- Maturity in handling a crisis.
- Ability to adjust to the stress of day-to-day lifestyle.
- Self-confidence, personal ambition, emotional control and sociability.
- Importance of maintaining consistency and commitment in the job
- Importance of Innovation and creativity in the job
- Communicate better with subordinates as well with seniors.
- Understand specific actions that are required for improving confidence and help in achieving KRAs.
- How to become an Effective Trainer

Participation fee details:

Category	Amount	Taxes	Total Amount
Members	Rs. 2,500/- per participant	18%	Rs. 2,950/-
Non-Members	Rs. 3,500 /- per participant		Rs. 4,130/-

Faculty: Mr. Ranjan Vasishtha {(B.E (Mech.), MBA)}

Mr. Ranjan Vasishtha is the Managing Director of Quantum Jump Consulting Group. Mr. Vasishtha has over 33 years of rich experience in production, production engineering, supplier and dealer up-gradation and assembly.

Mr. Vasishtha is a Mechanical Engineer from BITS Pilani (Rajasthan) and also holds Diploma in Management from IGNOU. He was a Dy. General Manager with Maruti Suzuki India Ltd. where he was responsible for setting up four engine assembly shops and helped establish a lean culture. Additionally, Mr. Vasishtha conducted training sessions and implemented productivity and quality improvement projects for Maruti-Suzuki's vendors and dealers. Mr. Vasishtha has proven expertise in Lean manufacturing, Kaizen and 5S and has been influential in helping many companies to improve quality and increase levels of productivity using Lean Production System.

Mr. Vasishtha has worked with clients in India, Sri Lanka, Vietnam, Bangladesh and Europe. Before establishing QJCG, Mr. Vasishtha has served as a Team Leader and Business Development Head - India for a US based International Consulting firm.

You are requested to take advantage of this unique program designed specially for ACMA Northern Region membership and confirm your participation/nominations through the enclosed Reply Form, at the earliest.

We look forward to receiving your support/nominations.

Sd./-
Regional Secretary

Encl.: [Reply Form](#)

Circular No: ACMA/NR/2021-22/2

Eastern Region : Room No. 4, Centre for excellence, Jubilee Road, Jamshedpur-831001 Tel +91-657-3203261, 224670-Extn -24 Telefax +91-657-2230035 Email : acmaer@acma.in
Southern Region : 1-B, "Crystal Lawn", 20 Haddows Road, First Street, Chennai - 600006 Tel: + 91-44-28330968/0949 Fax : +91-44-28330590 E-mail : acmasr@acma.in
Western Region: Office No.C, 10th floor, Godrej Eternia "C", Old Mumbai-Pune Highway, Wakdewadi, Shivaji Nagar, Pune-411005, Maharashtra, Tel 020-66061219 Fax: 020-66061220 E-Mail: acmawr@acma.in