Nestlé Builds Leadership Ability

With a new team of managers at the Nestlé USA (www.nestleusa.com) plant in Tulare, the company relied on College of the Sequoias to provide leadership training. The managers, many of whom came from other Nestlé facilities or other organizations, reviewed leadership practices consistent with the corporate culture, explained Michelle Soto, Training Manager. “The coaching model taught was the Nestlé method,” said Soto.

“The best way to build leadership is to start with individual self-awareness. Participating enabled managers to form a stronger leadership team. They learned to effectively facilitate teams and approach others with different styles.”

For customized training, contact Louann Waldner at louannw@cos.edu or 559-737-4884.

**Customized Training**

The College of the Sequoias (COS) Business & Industry Services and the Center for Applied Competitive Technologies (CACT) with other Central Valley colleges offer customized training taught by industry experts. Contact Louann Waldner at louannw@cos.edu or 559-737-4884.

**Food Lab Training**

COS will offer a Dairy Lab Skills course this summer that covers math, microbiology and quality control as well as US Dept. of Agriculture requirements. Contact Louann Waldner at louannw@cos.edu or 559-737-4884.

**Food Manufacturers Invited to Review Skills Standards**

To address the skills gap between businesses’ needs and food maintenance employees’ abilities, Central Valley colleges met with food manufacturers to identify common requirements. On April 19, employers are invited to review, verify and fine-tune the proposed standards. This meeting will be hosted at Southern California Edison, Energy Education Center in Tulare, explained Louann Waldner, Central Valley CACT Director, College of the Sequoias.

“The goal is to assure that training matches current needs and that standards are consistent,” said Waldner. To attend, contact Louann Waldner at louannw@cos.edu or 559-737-4884.
**US Farm Systems Develops Lean Plan**

When US Farm Systems (www.usfarmsystems.com) measured the path to pull parts in preparation for manufacturing a pump, they traveled over one-half mile, explained David Shoenhair, Engineer, US Farm Systems. “By measuring the pick time to stage a product, we immediately saw opportunities to decrease lead time and increase output by reorganizing the location of parts,” said Shoenhair.

Shoenhair worked with three fabrication technicians and College of the Sequoias trainer, Randy Emery, to review a pump production line as part of a wider lean or continuous improvement effort to make production more efficient, increase profit and train the workforce. According to Shoenhair, Emery provided an outside perspective. “Randy would ask probing questions to help us rethink our methods,” said Shoenhair.

Emery participated in the weekly lean planning meetings. “In this pilot project, we conducted a Value Stream Map, identified waste that could be eliminated and looked for ways to improve material flow,” said Emery.

As a result, the process improvement plan has been approved and US Farm Systems has started making changes. “Using lean methods and input from a team that includes administrative and production staff, we are now systematically looking at operations,” said Shoenhair. “Businesses should take advantage of partnering with the college. We gained an impartial viewpoint that rounded out our lean team.”

To learn more, contact Randy Emery at randye@cos.edu or 559-688-3180.