

Innovation Forum Event

**Utilizing Life Skill Training to Create a Learning Organization
Friday, March 3, 2006**



Increasingly, managers utilize training initiatives to change the way the organization operates. Often, the training focuses on enhancing the skills of the workforce that are directly related to the specific tasks performed by individuals. However, some organizations are utilizing life skill principles to nurture a culture of learning. Building upon the foundational

core values of the organization, these life skills directly influence the behaviors of the workforce. An enhanced focus on behaviors accelerates sustainable performance results.



At this Innovation Forum Event, Hank Keller, TQM Team Leader, and Roger Cyr, Director of Organizational Development and Business Systems for Hi Stat Manufacturing facilitated an interactive discussion of the role of life skills within their organization. Hi Stat Manufacturing is a division of Stoneridge, Inc., and manufactures switches, valves, and sensors for the automotive industry. Hi Stat has been utilizing life skill principles balanced with technical skills training to produce transformational results.



Mr. Keller and Mr. Cyr discussed how life skills are incorporated into the overall business planning models at Hi Stat. They demonstrated this integration through the evaluation of several actual business planning documents; the participants were given templates for these documents. Each participant had the opportunity to access their own personality style and discuss how the interaction of personality styles can impact the workplace. Many participants asked insightful questions which lead to interactive discussion.

