

HDM

Growth emerges from **skills** grids

HDM is implementing a skills-related management method and checking the suitability between its needs and its available resources to move from a small-scale stage to an industrial stage.



OUR CUSTOMER

Corporate name
HDM

Workforce
35 people

Context
HDM manufactures front lifting devices for farm tractors. The device associates elements obtained through mechanical welding to components purchased.

“Bringing this company from the small-scale stage to the industrial stage”, This is the burning desire of Régis Souillé, HDM production director. However, he feels that increasing production without taking the right precautions may cause a few operating problems.

Evaluating skills

A skills assessment proved necessary to detect these problems and to define any improvement strategies. It is adopting the skills-based management method proposed by Cetim. This is a method geared towards the activities of employees.

Its main advantage consists in using the existing system, that is to say, the job sheets, organisation charts, process definition, etc. to adapt the skills grids to the company.

Three jobs to begin with

Régis Souillé began with a pilot operation regarding three jobs at the heart of his concerns: storekeepers, painters and operators of numerical control machines. The line manager of the employees concerned draws up their skills grid with three levels of qualification for each activity. After entering the assessments in the database, deviations immediately appear

between the expected levels and the existing levels.

Actions proposed

Régis Souillé was provided with a set of recommendations in the summary report transmitted to him by the Cetim consultants. They concern both training actions as well as reorganisation or process actions. He can freely decide what to implement and in which order.

“As regards results, I can say that we feel comforted in our decisions such as for example reorganisation of the warehouse and hiring of a quality specialist and this way of doing things allowed us to associate the staff in the analysis process” pointed out Régis Souillé.

Cetim's asset



Cetim transfers its method to the company through

a pilot operation: a simple, practical, visual method that can be used directly by managers.