

Learning A3

Learning Plan for:

Learning Need Related to Business Need:

Current Condition:

Future Condition:

Implementation Plan																
Why Learning Objectives (Desired Behavior)	What Learning Need	Actual	Target	How Business Objectives (How to Develop)	When											
					Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12
Go to the work to see for oneself the work being completed by the client in order to gain a better understanding of how value can be provided. Be able to ask questions to gain a deeper understanding of current reality.	Directly Observe Work as Activities, Connections, & Flows		●	Work with a client to map out a process to better understand their needs (TBD) Sit with client and observe their work, ask questions, understand their current state (TBD)												
Communicate thinking and understanding of visual management. Be able to apply visual management to work in the area and teach others how to use visual management effectively	Visual Management		●	Complete visual management & 5S course Read "Visual Workplace" by Gwendoly Galsworth Apply visual management principles to help deal with an issue in your work (TBD) Apply visual management principles to help deal with an issue in the team's work (TBD) Teach the visual management course												
Focus on the problems of the client. Better understand the clients needs by going to the customer and supplier of the client to clearly define the issue. Break problems down to a manageable size and demonstrate the ability to find the root cause of the issue. Be able to recreate the issue to show a strong understanding of the cause. Develop a plan to eliminate the root cause and take action.	Problem Solving		●	Do 1x1 problem solving of (TBD) Do 1x1 problem solving of (TBD)												
Use A3s for development and communicate thinking to clients	Communication		●													

Key: ○ No knowledge or exposure ◐ Attended classroom training, been exposed to concept ◑ Used tool/concept more than once, able to ● Can set up and lead on your own, capable of delivering training ● Ability to coach and teach, train the trainer

