

B/S/H/

How to Learn & Grow In a digital company

—

i4.0@BSH

Connect, **Learn**, and **Grow**

2022-07-21

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If you could choose a super power what would it be?

- Invisibility
- Mind control
- Ability to fly
- Super flexibility
- Immortal
- Teleportation

Warm up





A super power isn't just a skill but a **perspective**, a **mindset**,
a
way of working that enhances everything you touch

If you take time to **identify** the super powers of your people, you will not only discover **hidden talent**, but you will inspire everyone to **bring their personal best** to work



What is your personal super power at work?

Super power



i4.0@BSH Network | **People** are one of the key focus point for us, aiming to skill up and maximize the full potential via the multipliers network

„i4.0 Driver“

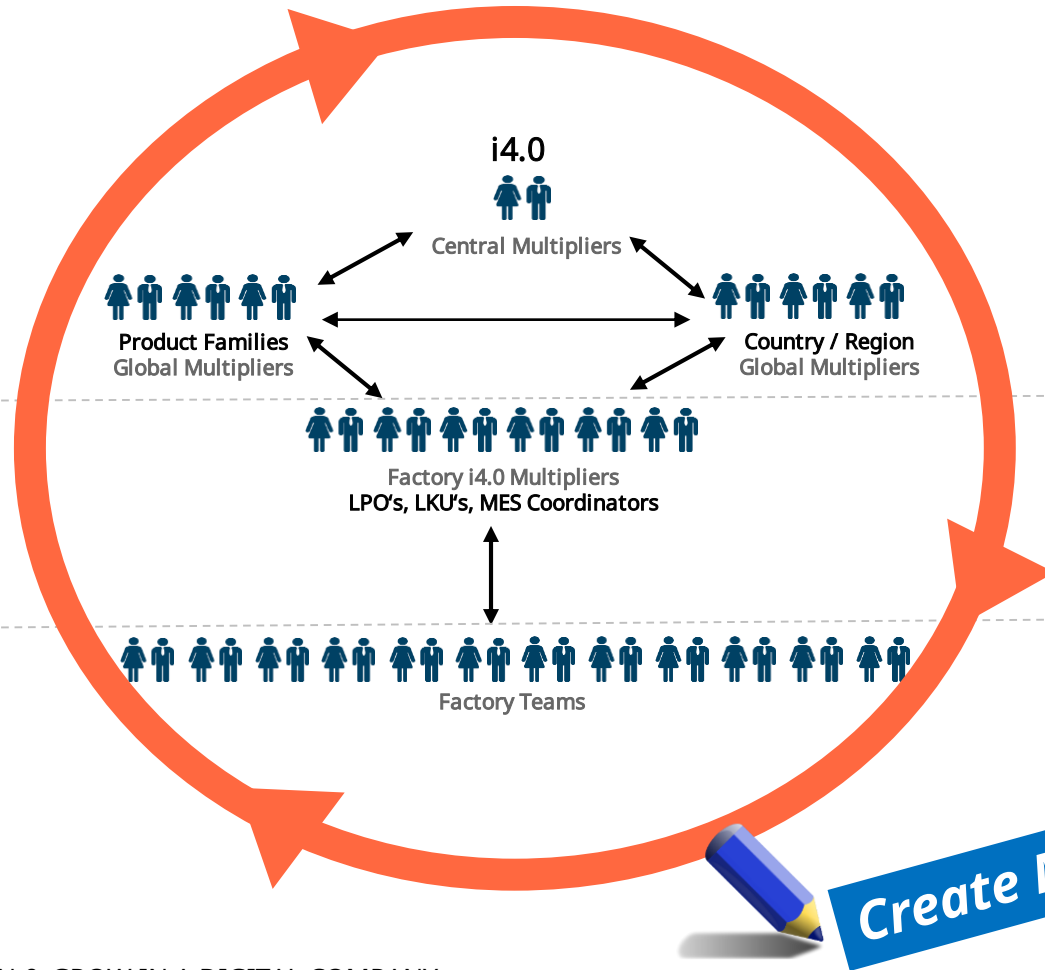
Drive the strategy & focus points, Support the implementation & collect demands

“i4.0 Implementer”

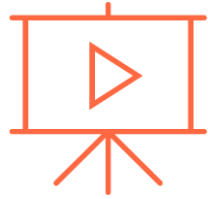
Define & implement i4.0 solution

“i4.0 user”

Work in an i4.0 environment



i4.0@BSH Central Hub | Who we are and what we do in 60 sec...





How does your company skill up competences?
(Select more than one)

1. Self learning with eLearning platform
2. Internal trainings by Business units
3. Internal trainings by Business & IT together
4. Internal dedicated training department & trainers
5. Out-sourced trainings (e.g. Universities, solution providers, etc.)
6. Videos & Tutorials
7. Currently we don't do anything

Skill up

The "Skill up" logo, featuring the words "Skill up" in a blue, sans-serif font, with a blue upward-pointing arrow above the letter "u".



Connect, Learn, and Grow

Connect



Networking

- Strong active community network
- Monthly community calls
- Foster exchange & Best practice sharing
- Close info exchange with product families, regions, countries and global team
- Ensuring Synergies

Learn



Competences

- Remote On-demand info sessions & Trainings (Enabling & Skill Up)
- Self Learning WBT's
- Training calendar
- Learn & Grow Portal

Grow



Positive attitude & Motivation

- Adopting digital thinking
- Responsibility & Empowerment
- ,Go To' person in the factory
- User centricity mindset



Do you have regular trainings on i4.0 / digitalization topics in your company?

- Yes, for a long time
- Yes, we just started
- It's in planning phase
- We are thinking about it
- Not yet
- No

i4.0 trainings





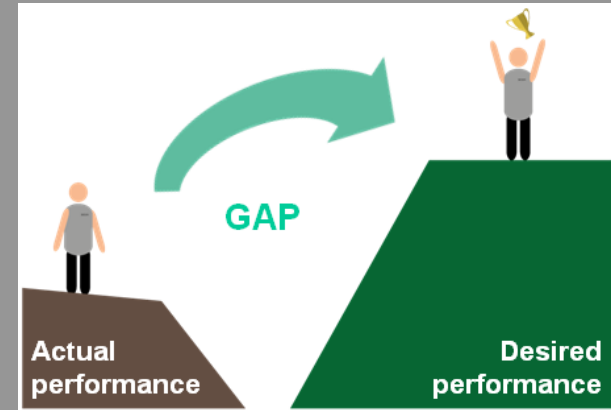
Listen to what the target Audience need

slido

How does your company identify training needs? (more than one)

1. Strategic reflection of upcoming projects
2. Get information from IT
3. Interviews with employees
4. Anonymous surveys
5. Get information from factory engineers / team leaders
6. Consulting companies
7. Competitors analysis
8. Join benchmarking events (Lernreise ;-))

Close the Gap

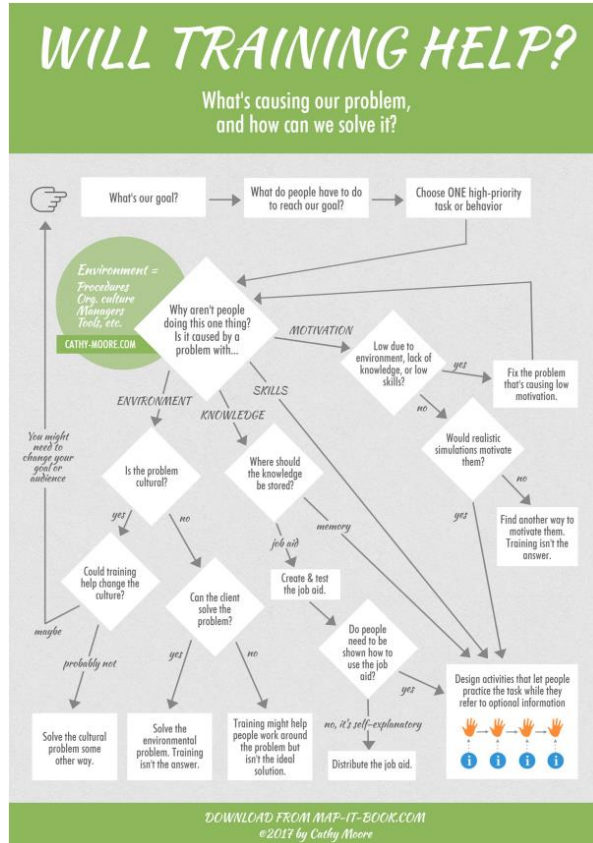


i4.0@BSH Trainings | The Training Needs Analysis (TNA) by Cathy Moore is the method we use to determine what kind of training is required to fill the gap and what are the training objectives



Cathy Moore is an internationally recognized training designer who wants to save the world from boring instructions

Do you really need to design a training?



What do they need to **know**, **do**, and **why** aren't they doing it?

Define your Goals

Define your target group

Spice it up!
Design training scenarios that your learners love



Design a training that matters!

i4.0@BSH Learning Portal | Eat as much as you can/want from the menu...



Learning Portal

Created by: Nicolas, Ana Cristina (GPD-RED), last modified by: Pascal, Valt (GPD-RED) on 14.04.2022

In this training overview page you will find all available trainings and documentations existing for i4.0 tools and solutions.

If you are missing any training/qualification in this page please send a mail to: Pascal, Valt (GPD-RED) or add a comment to this page!

Connect, Learn, and Grow

For Solution Catalog spreadsheet documents click here. Updated solution catalog will be available from Q2 2022.

General Management Production Engineering Digital Shopfloor Factory Analytics

Digital Shopfloor

- MES Platform
- Newcomer MES Basic Training
- Advanced Newcomer MES
- ISA
- D54W
- OPC-UA
- LPC-Layered Process Confirmation
- OPL-Open Point List
- CAM & PDC
- DSK Portal Digital Signage -> Digital Signage
- DFS (Online Factory Solution)
- PI - Plant Floor Intelligence
- PP (in factory programming)

e-Learning: New Arrivals

PFI - 16.05.2022

RPA in Intralogistics - 12.05.2022

Hana Views Info Session - 06.04.2022

Operational QM - 23.03.2022

Shopfloor connectivity for experts - 01.03.2022

DS4W Info Session - 25.01.2022



Learn & Grow



Self-Learning

Deep links to WBT's (web-based trainings) in BSH Academy:

- Newcomer MES basic training
- Data Value Stream (DVS)
- i4.0 Data Analytics and AI @ BSH
- LPC-Layered Process Confirmation
- OPL-Open Point List
- DSK 14 Q Basics Application
- DSK portal - English WBT



Calendar

January	February	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
Mon	Tue	Wed	Thu	Fri	Sat	Sun					
				1	2	3					
4	5	6	7	8	9	10					
		Demand process Lessons learned (after the first 3 months)									
11	12	13	14	15	16	17					
			i4.0 Strategy - Q4's launch								
18	19	20	21	22	23	24					
			Global community call	System Demo (RED)							
25	26	27	28	29	30	31					
			Demand process Lessons Learned & Best Practices (16:00 - 17:00)								
			PI planning - Q3 2022								
				DVS/DVS - Methodology Training (8:30 - 10:00)							
				i4.0 Basics (11:00 - 13:00)							

Upcoming next

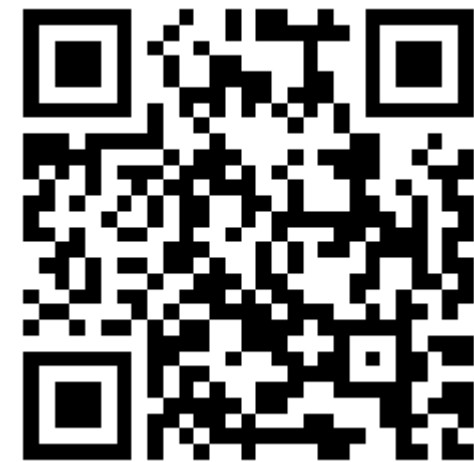
- i4.0 training for BPS coordinators / for Management
- Bring IT to production line
- Role based Learning journeys - Individually compiled "learning nuggets" result in a learning journey
- Implementing LMS + Skills Hub (blue/white collars)



Which types of learning opportunities is your company offering?

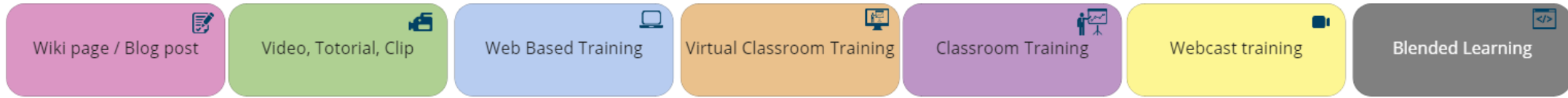
(E.g. Web-based trainings, classroom trainings, tutorials, videos, presentations...etc)

Learning Types

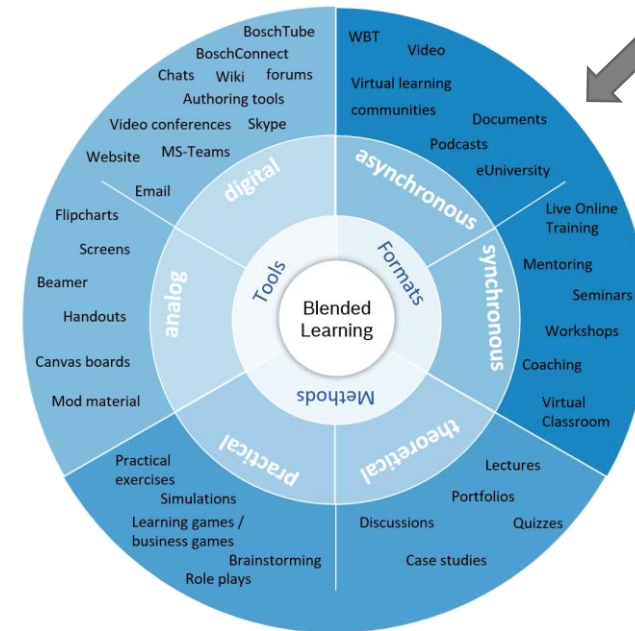


i4.0@BSH Learning Formats | Taking into account the defined target group, it's size, the learning target, the learning content and the usage frequency will define the learning format

Formats



Content



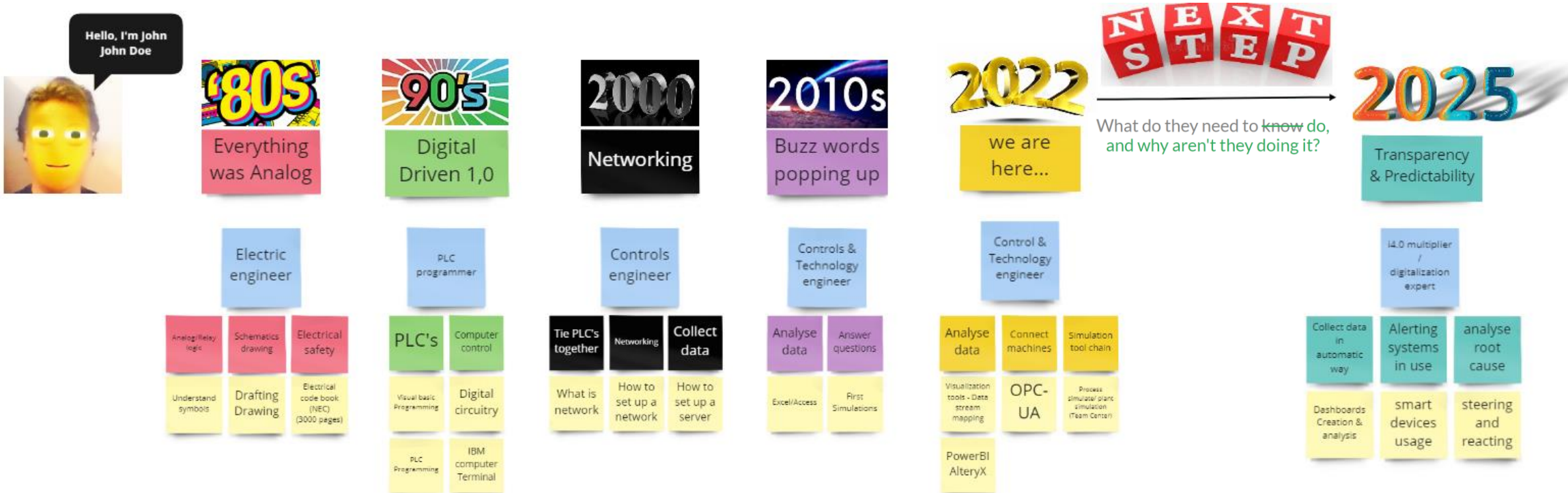


What are the main challenges you are facing in your company regarding qualification?

Challenges



i4.0@BSH Learning Journey | John Doe is an example of the changes in his needed qualifications throughout the years. leading to new learning approaches - development is crucial



Competencies might be hidden within internal staff or in people that are willing to learn

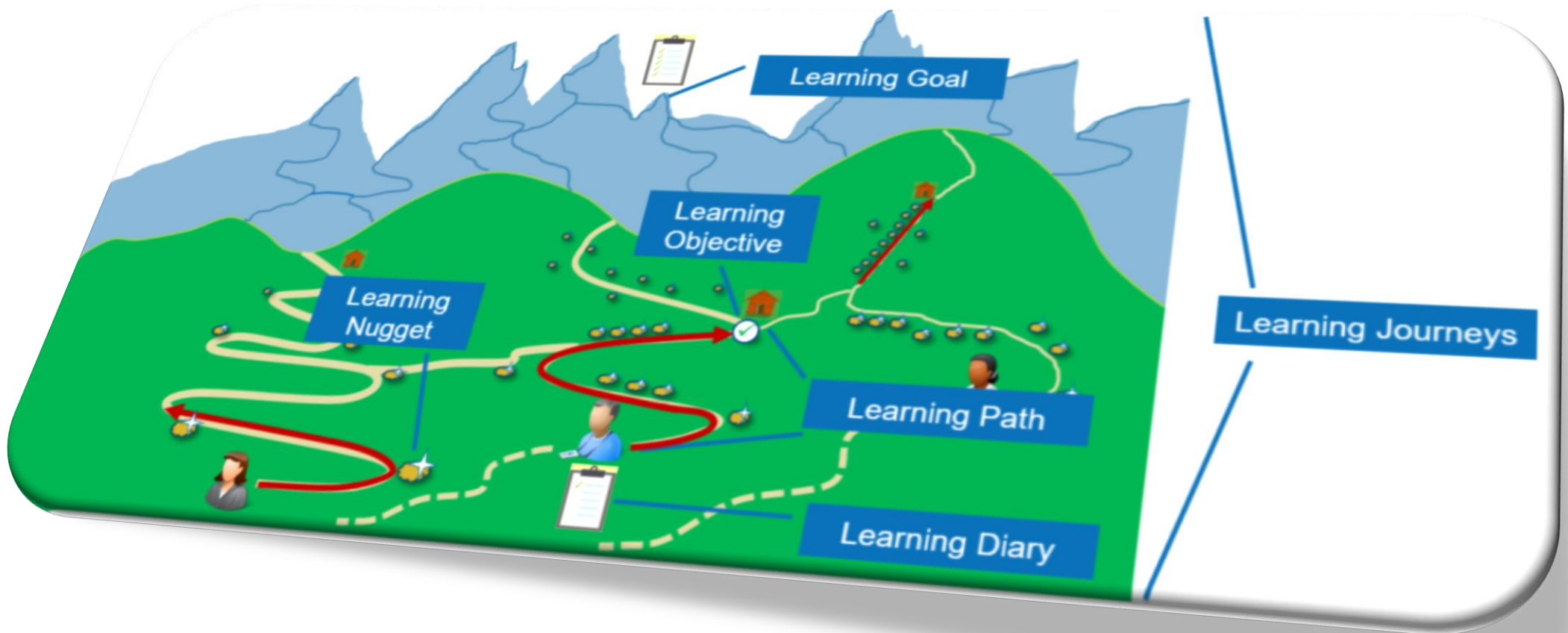


What did your company do so far to support John's learning journey since the 80's?

Support



i4.0@BSH Learning Journeys | Production Data Analyst & i4.0 Multiplier were chosen as the first two role based learning journeys





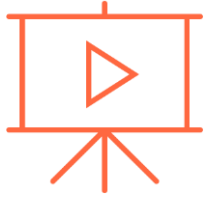
What is your company's current status in relation to the constant fast changes of technology?

- Front runner
- Fast follower
- Late runner

Fast changes



i4.0@BSH Factory Workers | On demand VR trainings



Hardware: HTC VR Glasses
Software: Process Simulate

Credits

- Chacartegui Garcia, Victor (GDS-BCL1)
- Cholewa, Johannes (GPD-LCT)
- Cihuelo Arnal, Juan Luis (FCGM-PDE4)
- Donjuan, Daniel Alonso (GPD-SRS)
- Hadi, Hussain (GPD-LCTT)
- Hergt, Christian (GDS-SEOG)
- Hossain, Md Abrar (GPD-LCTD)
- Nagel, Ralf (GPD-SRS)
- Rommel, Alexander (GPD-DCAI)



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**Thank you for your
attention.**