



**Date: May 22, 2024**

The Three Rivers Manufacturers' Association (TRMA) recently hosted an exclusive training session tailored for managers and leaders of training programs, highlighting the transformative power of Training Within Industry (TWI). This unique event brought together industry professionals eager to deepen their understanding of effective training methodologies, focusing specifically on the Job Instruction (JI) and Job Relations (JR) modules of TWI.

### **Understanding TWI: A Proven Methodology**

Training Within Industry (TWI) is a well-established and highly interactive approach that has been instrumental in developing effective trainers and supervisors across various industries. TWI is renowned for its emphasis on improving worker performance through structured training and fostering positive workplace relationships. The JI and JR modules, in particular, play a critical role in enhancing operational efficiency and employee morale.

#### **Key Highlights of the Session**

##### **1. Job Instruction (JI): Ensuring Quality and Consistency**

- The JI module focuses on teaching supervisors how to train employees in a way that ensures tasks are performed correctly, safely, and consistently. Participants learned the four-step method: Prepare the Worker, Present the Operation, Try Out Performance, and Follow Up. This method not only enhances the quality of training but also minimizes errors and accidents, leading to higher productivity and safer work environments.

##### **1. Job Relations (JR): Building Positive Workplace Relationships**

- The JR module addresses the importance of effective interpersonal relations in the workplace. Managers were trained on the principles of treating people as individuals and handling issues promptly and fairly. The session emphasized the four-step process for handling problems: Get the Facts, Weigh and Decide, Take Action, and Check Results. This approach helps in resolving conflicts, improving team cohesion, and fostering a positive organizational culture.

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#### **Feedback from Participants**

Attendees praised the session for its comprehensive coverage and practical relevance. One participant noted, "The TWI training has given me a new perspective on how to effectively train my team and address workplace issues. The methods we learned are straightforward yet incredibly powerful."

Another participant added, "The interactive nature of the session really helped solidify my understanding of the concepts. I feel more confident in my ability to train and lead my team effectively."

#### **Looking Ahead**

TRMA remains committed to providing high-quality training opportunities that equip managers and leaders with the skills needed to excel in today's competitive manufacturing environment. Following the success of this session, TRMA plans to offer additional TWI-focused training programs, expanding on other modules such as Job Methods (JM) and Job Safety (JS).

#### **Contact Information**

For more information about TRMA and upcoming training sessions, please visit [TRMA's official website](#) or contact Ray Woodworth at [ray.woodworth@trma.org](mailto:ray.woodworth@trma.org) or (815) 774-6070