



### An EPPIC Methodology/ Processes Case Study

## Material Fabrication Division Tool & Die Supervisors College Design

*Work done at CADDI, Inc. in 1998*

**Client Situation:** The MFD organization needed to further develop young technical school graduates to step quickly into the role of supervising older and more experienced UAW tool & die specialists.

Contracts had been signed with almost a dozen soon-to-be graduates to participate in the 18-month-long program envisioned and promised by MFD leadership. The delivery was to start within 6 months, and the project was just getting started..

**Our Response:** CADDI facilitated a three-day analysis meeting, followed by a three-day Curriculum Architecture Design<sup>SM</sup> (CAD) design meeting to design the overall curricula, where 50 percent of the 18 months of chunked, performance-based content was to be spent on the floor observing and applying the content recently learned. The remainder was nine months of 40 hour/week group-paced instruction.

We then facilitated (and modeled to recently trained PACT<sup>SM</sup> practitioners) our Modular Curriculum Development<sup>SM</sup> MCD design approach. The newly trained PACT practitioners then carried forward with the project, as many ISD teams ran in parallel to develop the materials one step ahead of the learners over the next 18 months.

**Client Results:** The final effort won the 1998 GM Chairman's Award as "one of the best of the best" global business initiatives, one of the few training efforts to win this accolade.

MFD leadership was very pleased with the program's results and continues to use this program today.

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