

Firth Rixson Academy Awards

"If you want to truly understand something, try to change it." ~ Kert Lewin

New Faces In Familiar Places



David Manchester
Graduate Development Program

Degree/School:
BS Mechanical Engineering
University of Buffalo

Current Assignment
Mechanical Engineer, FRM

"My initial experiences of the Graduate Development Program at FRM have been great. From the day in and day out challenges working with the Engineering Department to the NLP Leadership Training, FRM has already taught me so much. I like to think I am lucky to start my rotations here at Monroe because of the solid foundation of leaders and management. I am specifically working in the Engineering Department under Mr. Owen Brown. Throughout my rotation I aim to improve our current Preventative Maintenance program by reducing unplanned maintenance and related downtime. This experience has already been extremely valuable, and I am looking forward to the many challenges ahead!"

NLP Leadership Development - Coast to Coast Learning!

On August 5th, the West Coast held their second session of NLP Leadership Development and learned an effective stress technique, along with the foundations of Visual, Auditory, and Kinesthetic language techniques. Additionally, a one-hour refresher session was held at SFC and FMI with all Wave 1 attendees to review the foundations of NLP and recharge their NLP skills to help mentor peers attending the West Coast Wave 2 sessions.

On August 30th and 31st, Monroe will hold their second session of NLP Leadership Development. We look forward to hearing more about their experiences!

Six Sigma Green Belts Candidates - Congratulations!!!

This week, thirteen Six Sigma Green Belt candidates from across the organization gathered for a two-day event in CA to deliver individual presentations on the results of their Green Belt projects. The projects are a requirement for Green Belt certification, along with successfully passing a formal examination. All candidates successfully demonstrated an understanding of six sigma methodology and application of green belt tools to complete their identified projects.

This is Firth Rixson's first wave of candidates for the Rings Division and each of them deserve congratulations on their achievements! In addition, a special "thank you" is shared with all 85 project team members within the division, who assisted the Green Belts during the process. As an organization, we have learned a lot from this first wave and have identified some great best practices. In the true spirit of continuous improvement, we will incorporate participant feedback and make enhancements to the process for future waves! The goal we are moving towards is to have every employee in a technical role Green Belt Certified.



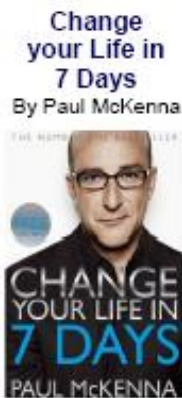
Building the Foundation - FR Academy

As we continue to build the foundation of the Firth Rixson Academy, the following programs are underway:

1. **Forging 101 School** - Draft agenda and content under review and holding for further discussion with GMs. Syllabus and standardized topic slides to be developed next.
2. **Heat Treat School** - Draft agenda and content under review and holding for further discussion with GMs.
3. **Personal Qualification Standards** - Beta Pilot in development at SFC for implementation at all sites. A plan is developed, two draft PQS documents are compiled. Met with FMI to identify resources to integrate and conducted project status review meeting with GM. Next steps— identify resources for training module development. Launch pilot at SFC in August.
4. **FIA Non-Ferrous Metallurgy Workshop**. August 19-20 in Paramount, CA and September 18-17 in Cleveland, OH. Representatives from Monroe attending in September are: Steve Bruning, David Manchester, and Jeff Osborne! Representatives from SFC attending in August are: Corey Jones, Shaun Alexander, Larry Thompson, Justin Fischer, Nelson Yu, Hiroyuki Nishihira, and Rees Jones.



On the Bookshelf..



5. **MIT Leaders for Global Operations** - Firth Rixson will participate in the MIT Career Fair on September 23rd. This will be our first time participating in the MIT career fair and we look forward to expanding our search for leaders and growing our partnership with the university.

Other LTA's - Other Longer Term Activities with the FR Academy

- Building a standardized training template for new Customer Service Representatives— partnering with Steve Zorko.
- Discovery in place to identify National and local state funding for training reimbursement.
- Building a standardized orientation approach for new Quality employees for the division.
- Identifying future interest in continued French Cultural Awareness training and Japanese cultural awareness training. Feedback will be gathered from the GMs for future deployment.
- Learning more about FRV's implementation of SPC (Statistical Process Control) and understanding how we can roll out similar approaches at other sites.
- Planning for attendance at fall/winter career fairs. September 14th at Colorado School of Mines, September 23rd at MIT, and January 25th at Caltech.
- Developing process and plan to expand Graduate Development program to China.

Key Dates & Events

- 8/17 Timet Ti101 Training at SFC
- 8/19-20 FIA Non-Ferrous Workshop in Paramount, CA
- 8/30-31 Monroe NLP Session #2 Wave 2 & 3
- 9/2 West Coast NLP Session #3 Wave 2
- 9/14 Colorado School of Mines Career Fair
- 9/16-17 FIA Non-Ferrous Workshop in Cleveland, OH
- 9/20-21 Monroe NLP Session #3 Wave 2 & 3



Moving together towards success!