



Pan-European Team Leader Programme



The Organisation

Sumitomo Electrical Wiring Systems Europe is a wholly owned subsidiary of Sumitomo Electric Industries.

The Sumitomo Electric Industries Group Automotive products

include electrical and electronic systems, brake systems and activator components, manufactured and distributed through a global network in over 24 countries worldwide, employing over 60,000 people.

SEWS Europe is responsible for the design, manufacture and supply of fuse boxes and electronics, wiring harnesses and connectors to most of Europe's leading motor manufacturers.

The Challenge

SEWS Europe has a 50 year and a 100 year business plan and is keen to develop internal trainers to support the future plans of the business and to satisfy the training and development needs for the Team Leader and Manager population of circa 600 across 8 different countries.

The organisation required a global definition and job description for a Team Leader, upon which it could develop the generic knowledge and skills requirement of the role, whilst understanding the cultural diversity that exists across the organisation.



Instep's Contribution

Instep designed and delivered an 11-module programme to meet the training and development needs of the Team Leaders within each of the 8 countries.

We then helped to identify potential trainers in each of the 8 countries and these trainers attended 6 five-day Trainer Training sessions at Instep's UK training centre. At each session the SEWS trainers were trained in how to deliver the Team Leader programme and how to set measurable outcomes in order to evaluate the effectiveness of the training. Sessions were spread over an 8-month period to enable the trainers to deliver each of the modules back in their respective countries and feedback any further development needs.

The various cultural differences had to be accounted for both in the design and translation of the programme and with the training of the SEWS trainers.

Results

A global definition and job description for an SEWS Team Leader has been achieved. More experienced and skilled trainers are now in place across the European countries and feedback from programme participants has been excellent. All of the programme materials have been translated in Polish, Slovakian and Romanian to support the training delivery.

The full benefits of the Team Leader programme throughout SEWS are starting to be realised in terms of career development opportunities through succession planning, reduced staff turnover and absenteeism; and an overall increased focus on people development as a means of improving the profitability of the organisation.

What the Client Said...

"We at SEWS-E were very careful about selecting a training organisation which would meet our needs. We do not have a ready acceptance of attendance at training programmes. The success of this programme would have an effect not just on the Team Leaders but across the whole company. Instep was selected from a number of companies scoring highly on the following criteria: Quality of offering, flexibility, value for money and friendliness. All of these qualities were evident in the successful delivery of the programme. Instep have gone beyond what was asked of them and they have been an excellent supplier to the SEWS-E organisation." Head of HR, Sumitomo Electrical Wiring Systems Europe

