

SACADOS | bfw Development-kit



Unternehmen für Bildung.

Development-kit: problem-solving circles

A „on the job training“ and „continuous improvement“ tool
Based on a concept of the “Technical University” of Darmstadt

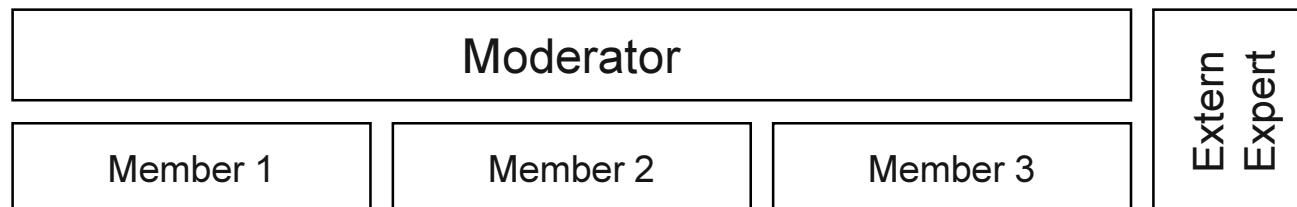
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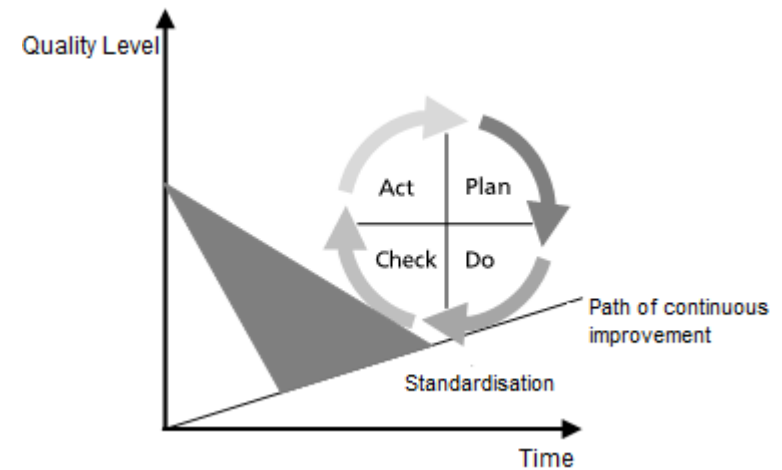
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Problem-solving circles are internal, temporary working groups that pursue the goal of solving problems discovered in the work process at the workplace, in a standardized and self-responsible manner, under the leadership of a facilitator and to promote the transfer of competence within the group.

- Moderator: Leads and moderates the circle, has methodological competence, acts as a methodological coach and exploits employee potential.
- Participants: Works on problem solving, has professional competence, if possible mixed-age participants
- External expert: If required, integrated into the circle if knowledge from other areas is required to solve the problem, employees from other areas have expertise from other areas.



Based on	<u>PDCA-Cycle</u>
Group Size	3 - 5 Members
Project Duration	3 - 5 Weeks
Frequency of Meetings	weekly
Meeting Duration	60 Minutes
Meeting Place	At the workplace
Materials	Whiteboard, Templates, Examples, Paper, Pens



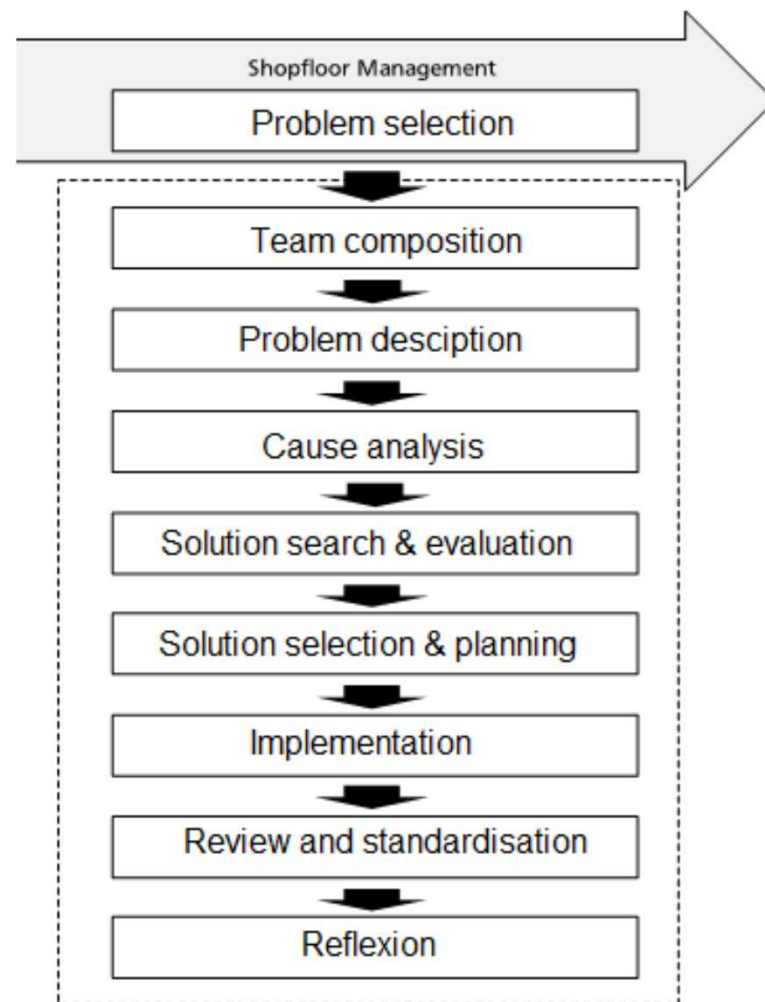
further
information in the
comment section

- ▶ Standardized and structured problem solving
- ▶ Local production employees have the best expertise
- ▶ Competence and knowledge exchange between younger and older employees in the group
- ▶ Coaching and development of participants through facilitation
- ▶ Solving problems to avoid long-term consequences:

„ Longer working hours
and special shifts“

„ Risk of job loss“

„ Unsatisfied customers“



further
information in the
comment section

The problem solving matrix

Thank you for your attention!

Further informations:

<https://www.bfw.de/bfw/forschung-und-projekte/sacados/>

Contact:

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