

How Our Customers Deploy PiT-Stop®

When we think back on our many PiT-Stop initiatives, we have to acknowledge that our customers have used our idea generation methodology in many different ways and for many different reasons:

As a Bottom-Up Idea Generation Method

Most customers use PiT-Stop to solicit ideas 180 degrees differently. 100% participation through interviewing and valuing every employee individually at their place of work (Go to Gemba) is the goal. The other methods ... proactive listening rather than passive waiting, pull instead of push, cluster analysis as opposed to individual evaluation, set a very different tone for the managing of ideas or the suggestion process.

As a Trainee Initiative

LVM Insurance in Münster, Germany uses PiT-Stop to allow their trainees, as part of their 2nd year HQ assignment, an opportunity to develop their social skills and to showcase the potential they can bring to the organization through problem finding, structuring and solving.

As a Workplace Health and Safety Management Action

ThyssenKrupp VDM in Werdohl, Germany used the PiT-Stop methodology to support their health and safety campaign. With focus on 'Zero Accidents', the on-site questioning method was used by teams of trainees and safety administrators, to interview employees about hazardous situations, fire safety issues and health management potential.

As a Launch Event for a New Idea Management System

Teufelberger, an Austrian company, employed our action days to effectively launch their established ideas program at their affiliate plant, New England Ropes, in Fall River, USA.

As a Train-the-Trainer Method and Education Initiative

Deutsche Post in Mainz, Germany ran several PiT-Stops and thereby broadened the toolbox of their existing full-time idea managers and area idea coordinators. This certification process has resulted in a sustainable bottom-up method that has expanded the service portfolio of the normal idea management system.

As an Idea Campaign in a Foreign Branch

Eurocopter France, with the aid of simultaneous translation assistance, used the employee engagement method at their plant in Marignane, after it had been successfully deployed many times at their sister plant in Donauwörth, Germany. The application clearly demonstrated that employees everywhere, irrespective of culture or language, react positively to being taken seriously at their place of work.

As a Continuous Improvement Tool in Small Medium Enterprise

Even SME's, such as Times Fiber in Renfrew, Ontario, Canada, profit from this unusual way of actively soliciting ideas from everyone on the shopfloor. It shows that the positive effects are independent of the size or structure of the organization.

As a Top-Down Focussed Idea Generation Methodology

Pepsico in Hermes, France, used the 'rapid idea generation' method to illuminate their product portfolio. With the help of targeted homework assignments and brainstorming techniques, significant impulses were set for the coming years.

As an Evaluation Tool for a New Work Area

Magellan Aerospace (Haley Industries) in the Ottawa Valley, Canada, utilized the PiT-Stop methodology to focus on the issues as well as motivate a newly established department.

In Summary

PiT-Stop can be used in many different ways. The method can be adapted to a wide variety of situations and frameworks and provides Consistently excellent results, both from the people side of the business and from the hard bottom-line metrics.

Please contact us if you have doubts or if you have questions as to how PiT-Stop fits into your idea landscape.

PiT-Stop closes the knowledge - doing gap !

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Bio:

Bernie Sander is an international consultant, author and workshop leader. He lives in Ottawa and travels the world working with Fortune 500 organizations and SME's, helping them save millions through his employee engagement and applied innovation methods.

He is President of his own consulting firm, Innovation Transfer, serves on the education faculty of many international organizations and is author of the books, "A Wake-Up Call for Idea Champions" , "On Idea Management" and "PiT-Stop – Problem Finding and Problem Solving in Teams", all best practice thinking in the field of managing employee ideas.

Bernie served as a past President of the Ideas America Association and speaks at many international conferences annually.