Agenda

- Electrical Technician Perspective
- RMIC Candidate Perspective
- Reliability Engineer Perspective
- Do’s & Do Not’s of RE Development
- Questions
Electrical Technician Experience

Objectives
- Keep it up and running
- Stay out of leaderships crosshairs/no micro-management
- Be safe
- Training

Beliefs
- Operations has no business in maintenance
- Things will never improve
- No one can tell me nothing

Reality
- We were firefighting
- There is more to reliability and asset management than I thought
- Waste was prevalent in many forms
Coach’s Perspective

Objectives
- Set everyone up for success!
- Help choose the right people and projects
- Make sure everyone knows the role they play

Beliefs
- RMICs must become holistic reliability Subject Matter Experts (SME)
- Anyone can be an RMIC
- Reliability is a core value

Reality
- Recruitment was done ad hoc
- Communication of the “Why” was lost
- There was no shared vision
RMIC Experience

Objectives
- Just finish
- To Gain new opportunities/Resume enhancer
- Become an expert

Beliefs
- RMIC has personal value
- Reliability is important
- So much to learn/learning never ends-experience the best teacher

Reality
- Gained new opportunities
- Implementation is difficult
- See a more holistic view
Coach’s Perspective

Objectives
- Maintain the standard
- Motivate
- Mentor

Beliefs
- Everyone is intrinsically motivated
- The only way to fail the program is to quit the program
- Everyone is on board

Reality
- Intrinsic motivation is a success determinant but equally distributed
- The candidates leadership must play a crucial role
- The RMIC program must have a purpose
Reliability Engineer Experience

Objectives
- Make Reliability a core value
- Insure long-term reliability for the company
- Increase the organization’s reliability capacity

Beliefs
- Improve or die
- Reliability is important
- Leadership must get on board

Reality
- This is difficult
- PMO ROI
- Pdm ROI
- RCFA ROI
Coach’s Perspective

Objectives
• Work in the future not the day to day
• Expansion of reliability culture is your job
• Be persuasive

Beliefs
• There is no one answer
• If it does not make sense do not do it
• Leave the non-believers behind

Reality
• Reliability is marred by obscurity
• Reliability culture is primed for explosion
• Reliability is undeniable, the RMIC must carry the message
Do’s & Don’ts

DO’s:
1. Promote, promote, promote reliability at every opportune
2. Create realistic goals and practical ways to measure them
3. Make the project make sense for the business
4. Choose candidates that are intrinsically motivated
5. The point of RMIC is to develop people for the long term, not seeking instant ROI

Don’ts:
1. Do not make promises you cannot keep
2. Collaborate don’t Compromise
3. Think you have all the answers
4. Do not limit yourself to best practice INNOVATE!
5. Do not focus on the resources you want, focus on being resourceful with what you have
Questions