



Rotating Equipment Tips from RESCO Solutions, Inc.

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REeZine™
An Online News Letter

Do you believe that personnel training play an important role in efficient and safe plant operation?

Distributed as a free subscription to anyone interested in pumps, compressors, blowers and fans.

Each issue of REeZine™ is written by rotating equipment experts working with RESCO. Topical highlights of common interest provide valuable technical information intended to benefit you.

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As I am visiting various companies for consulting services, I realize that training is generating much interest and enthusiasm in plant personnel. Whether the plant manager or a maintenance worker, they all believe strongly that there are definite benefits in training. However, there are also some who believe that training is awarded for relaxation after a long spell of a busy schedule!

I am listing below some of my beliefs about personnel training. I would certainly like to hear back from you as to what you think about this topic.

What is Training?

Training is a process of continuous improvement and can be achieved only through repeated learning. Generally training in a work place can be viewed in two ways: behavioral and technical.

Behavioral training is the process that improves people's behavior towards their coworkers.

Technical training is teaching personnel how to perform tasks correctly, efficiently and consistently in a safe manner. It is a way to impart the capability to translate theory to practice.

Why is Training Required?

- New personnel need training to learn procedures and practices prevalent in a plant.
- Existing personnel need to be retrained as a part of continuous improvement process and to brush off any bad habits they may have acquired.
- New technology, process and concepts require training for their effective and efficient implementation
- To improve performance of personnel

Both types of training are essential for productivity gains. Paybacks from training can be phenomenal when it is done properly and through capable trainers who have the required knowledge and experience. Investing in people is as important (if not more) as investing in equipment.

I have seen that in larger businesses there is greater focus on behavioral training less on technical training. In this paper I would like to draw your attention to technical training.

In any plant, there are two ways to do a job. The right way and the wrong way. Both get the job done. The right way is learnt through training and sometimes through association with a senior worker. However organized training is frequently seen as an expense that is the first to go when budget crunch happens. This thinking is myopic because properly trained workers improve efficiency and productivity that can contribute significantly to the bottom line. Often newer workers learn on the job and frequently acquire bad habits and a tendency to take short cuts. I call it a disorganized way of learning. In addition if newer workers continue to learn from senior workers who have not received organized training

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We welcome your feedback.

If you would like to see a particular topic addressed in our future REeZine™ or a topic thrown open for discussion with other readers, please feel free to let us know and we will be happy to include it in our list.

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then over a period of time there will be a slow decay of productivity.

Over my twenty-years of experience as a trainer, I have seen this repeatedly. There are GOOD workers who can become GREAT workers if they are given an opportunity to be trained. Again GREAT workers deliver GREAT results. When workers learn on the job from GREAT workers, they perform better.

Basics of Training

- Training is a long process of repeated learning.
- For maximum benefit, long-term training program must be implemented.
- Training must emphasize preserving equipment reliability while maximizing production.
- Training must not only provide knowledge but also a means to measure its implementation.

Pre-requisites for Proper Equipment Maintenance

There are three main pre-requisites for proper equipment maintenance and operation. For best results it is essential that all pre-requisites be satisfied. These are:

- Adequate Skills: These come from years of actually doing the work.
- Proper Tools: Being able to select the right tools for a specific purpose. This comes from awareness.
- Application of Skills and Tools: Comes from learning through training and desire for continuous improvement.

Uniform Training for Effectiveness

- When personnel from different levels and trades are trained together, the needs for optimum equipment operation and methods of achieving them, as visualized by the organization, are conveyed uniformly to all. Therefore engineers, supervisors and workers must receive training on similar basis, preferably together.

If you are interested in learning more about training of plant personnel, click on the link below:

<http://www.re-sco.com/services.html>

In today's economy where competition is intense and productivity is the **MANTRA**, businesses are looking for ways to save wherever possible. Small savings resulting from reduced maintenance and optimized operation of equipment can collectively amount to appreciable dollars.

Did you know that rotating equipment does not always operate at optimum efficiencies? To learn more about optimizing operations of rotating equipment and realizing savings, click on the link below:

<http://www.re-sco.com/services.html>

Hope these simple concepts provide you some value.

The topic for the next REeZine™ will be "Why do I need to choose mechanical seals in centrifugal pumps instead of the good old gland packings?" If you have any contribution to make on this topic, please send your write-up by email to sales@re-sco.com by July 10, 2004.

Thank you.

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