

# LRC Program: Skilling Future Leaders

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## Summary

Globalisation and technology-led product and service innovation requires a skilled workforce that can manage new opportunities and challenges in a systematic fashion. The LRC (Leaders Rule Change) Program is an accredited continuous improvement (CI) program for future leaders in industry.

The Program involves participating organisations first identifying and agreeing on CI projects\* of need to the organisations or industry. CI projects are focused around innovation, productivity and growth.

Participating organisations then nominate individuals to participate in the Program. These participating individuals work collaboratively with the other participants (who may come from the same or other organisations) in teams as they complete the Program. As they work ‘virtually’ through the Program, they will initially complete induction modules, followed by the identified project modules.

The teams are supported by structured online resources and mentors, but are expected to undertake their own research. The projects are Australian Qualifications Framework (AQF) accredited, tailored for each business and manager approved.

As a by-product of completing projects:

- industry acquires a tailored recommendation for their organisation;
- participants receive RPL and can continue to a full qualification (if they want to); and
- the sector builds the skills it needs to maintain a contemporary, globally-savvy workforce.

Because the projects are “real”, they can be included in a participant’s resume.

\*LRC projects and resources are accredited by TAFE NSW: Western Sydney Institute and are developed with input from National Precast, industry experts and LRC Program Partners.

## LRC Program Detail

<b>INDUSTRY INDUCTION</b>	Online modules introducing the challenges and opportunities for industry, the attributes of high performing organisations, career pathways and National Precast priority projects.																			
<b>CI PROJECTS</b>	<p><i>NOTE: Proposed National Precast projects follow at the end of this document.</i></p> <p>CI projects around innovation, productivity and growth. Themes include: &gt; Entering a new domestic or global supply chain. &gt; Preparing a business case for.... &gt; Researching ways to reduce operating costs (other than labour). &gt; Researching suppliers/research competitors. &gt; Joining a Trade Mission. &gt; Building internal staff capacity &gt; Succession Planning &gt; Update your strategic plan. &gt; Developing e-commerce.</p> <p>Teams go through a Gap Analysis: 1. Where do we need to be? 2: What have we got? 3. What's the gap? 4: What are the solutions? 5. Recommend, Implement and Evaluate solution. 6. Start next project.</p>																			
<b>ACCREDITED RESOURCES</b>	Project resources are mapped to AQF to provide pathways to full qualifications in management, logistics, competitive systems and practices, lean, sustainability, manufacturing, construction, marketing.																			
<b>PARTICIPANTS</b>	Targeted at current and aspiring leaders. 10 participants per "virtual" team in a workplace or across a supply chain.																			
<b>COMMITMENT</b>	<p>INDUCTION: 4 HOURS online (approximate)</p> <p>PROJECT COMPLETION: 4 hours per week over 2-3 months per project as agreed by teams and depending on project. 3 Projects required to complete a qualification.</p>																			
<b>Delivery Partners</b>	<table> <tr> <td></td><td><b>National Precast</b> Sarah Bachmann, CEO</td><td>Industry Induction Priority Project Development Evaluation</td></tr> <tr> <td></td><td><b>LRC Communications</b> Kathy Barakis, MD</td><td>Program Management Content &amp; Web Design Marketing and Communication</td></tr> <tr> <td></td><td><b>Western Sydney Institute</b> Duncan Ellis, Director</td><td>RTO Administration/Accreditation IT Platform. Content Development. Training/Coaching</td></tr> <tr> <td></td><td><b>Management Partners Australia</b> Adrian Smith, MD</td><td>Content Development Training/Coaching</td></tr> <tr> <td></td><td><b>Supply Chain Squared</b> Tony Broughton, MD</td><td>Content Development Training/Coaching</td></tr> <tr> <td></td><td><b>Sepia Consulting</b> Dr Moira Scerri, MD</td><td>Content Development Training/Coaching</td></tr> </table>			<b>National Precast</b> Sarah Bachmann, CEO	Industry Induction Priority Project Development Evaluation		<b>LRC Communications</b> Kathy Barakis, MD	Program Management Content & Web Design Marketing and Communication		<b>Western Sydney Institute</b> Duncan Ellis, Director	RTO Administration/Accreditation IT Platform. Content Development. Training/Coaching		<b>Management Partners Australia</b> Adrian Smith, MD	Content Development Training/Coaching		<b>Supply Chain Squared</b> Tony Broughton, MD	Content Development Training/Coaching		<b>Sepia Consulting</b> Dr Moira Scerri, MD	Content Development Training/Coaching
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<b>COST</b>	\$2,500 - \$5,000 pp depending on project-type and government training subsidies.																			

## Industry need

- Drives tailored continuous improvement, industry collaboration and ROI for training.
- Addresses the issues of the quality of VET training and need for industry-led skill development.
- Projects are online, manager-approved and aligned to work schedules.
- Fosters self-directed, life-long learning and sector-wide skill development.
- Enables industry and supply chain collaboration.

## Next steps

National Precast is inviting participants to trial the LRC Program as the training framework through which the industry can continue to develop both the industry and the skills of future leaders.

National Precast has identified potential projects which may be suitable for participating companies and these are listed on the following page. Please review the projects, nominate your potential interest and direct your completed list (or enquiries) to:

Kathy Barakis LRC Program Manager m: +61 432 057 238 e: [lrc@lrcprogram.com.au](mailto:lrc@lrcprogram.com.au)  
**by close of business Thursday 24<sup>th</sup> March 2016.**

In parallel to this activity, National Precast and LRC Communications have been engaging with targeted Industry Associations, government and individual Industry stakeholders to discuss using the LRC Program as the framework for facilitating better supply chain collaboration across the sector. We will keep you informed on our progress.

## LRC/National Precast Program Trial: Proposed Projects

The following projects have been proposed for participating National Precast members. Please nominate which projects your business would like to see developed and likely participation (if any).

**Enquiries & Completed Form to:** Kathy Barakis m: +61 432057238 e: lrc@lrcprogram.com.au

<b>Organisation:</b>		<b>Contact Name:</b>
<b>Contact Email:</b>		<b>Contact No:</b>
	<b>Project</b>	<b>Participants No.</b>
1	The business case to use precast in favour of lightweight facades.	
2	The business case for civil construction contractors to use Australian-made precast.	
3	The business case for specifying total precast structures.	
4	The business case for using prefabricated concrete versus in situ.	
5	The business case for builders to use precast flooring for multi-storey constructions.	
6	How could major builders get better efficiency from using precast?	
7	How can precasters get more precast into major builders?	
8	How can we collectively improve our industry through joint overseas trade missions?	
9	Planning your exit strategy and building capability in your business.	
10	Is modular construction a viable option for social and low cost housing?	
11	The Victorian Government is scoping the establishment of a centre of excellence for off-site construction in Victoria. How can National Precast assist with this process?	
12	The Victorian Government is scoping the use of BIM on all significant public sector projects in Victoria. Are we ready?	
13	What demonstration projects can National Precast share and how can they assist government to understand the ROI of precast concrete?	
14	How can National Precast build on the export success and relationships of Australian architecture, planning and engineering firms?	
15	Which green smart building projects can we demonstrate and promote to government and industry?	
16	How can we work with Co-operative Research Centres (CRCs) to develop new products?	
17	What new process and IT technologies can help precasters to improve its internal processes and add value to the efficiency of the supply chain?	
	Other project suggestions:	