



Confederation of Indian Industry



VISIONARY LEARNING COMMUNITY OF INDIA



CREATING NEXT GENERATION OF MANUFACTURING CHANGE LEADERS

India is the fastest growing economy in the world with the benefit of a growing young population looking to get integrated into India's workforce. However, there are following challenges and constraints in terms of industrial development especially in smaller towns;

1. The local industry (SMEs) deals with shortage of good engineers.
2. The local academia (engineering colleges/universities) trapped in traditional curricula and classrooms.
3. Low quality engineering students face a campus placement crisis.

In order to solve those challenges and create Manufacturing Change Leaders (MCL) with skill to contribute to the Indian industry, Visionary Learning Community of India (VLCI) has been launched in 2015.



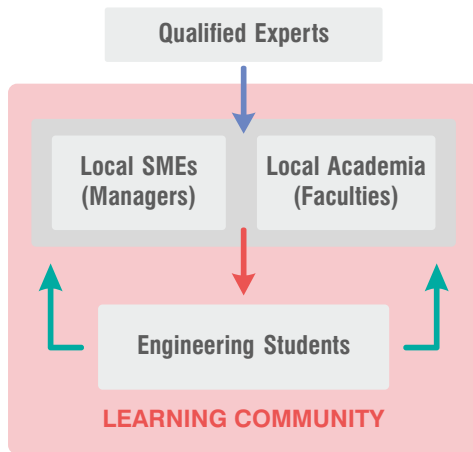
OBJECTIVES OF VLCI

Create a virtuous cycle of the industry, academia and engineering students

Create a WIN-WIN relationship amongst 3 elements

Build talents of next generation

LEARNING PROCESS OF VLCI



STEP 1

Learning Community 1

Managers of local SMEs and faculties of local academia learn together under the supervision on qualified experts.

STEP 2

Learning Community 2

The local academia teaches engineering students with the support of the industry.

STEP 3

The skill of engineering students in the local academia is improved. As a result, the local SMEs recruit the trained engineering students.

FLAGSHIP PROGRAM UNDER INDO JAPAN TECHNICAL COOPERATION AGREEMENT

Confederation of Indian Industry (CII) and Japan International Cooperation Agency (JICA) have been implementing Visionary Leader for Manufacturing (VLFM) Program since 2007 under the guidance of Prof. Shoji Shiba and Mr. Takeyuki Furuhashi. Under the VLFM Program, the Visionary SME (VSME) has implemented, aiming at transforming the Customer-Supplier relationship to a "Win-Win". The VLCI, led by Mr. Saideep Rathnam, is applying the accumulated experiences of VSME.



Prof. Shoji Shiba
Chief Advisor
(Padmashree awarded)

A world-renowned authority in leadership skills and techniques



Mr. Saideep Rathnam
Chief Instructor of VLCI

Former Dean of Anand Corporate University and currently a visiting faculty at IIM-Bengaluru



Mr. Takeyuki Furuhashi
Chief Instructor of VSME

One of world's best experts on Flow Manufacturing

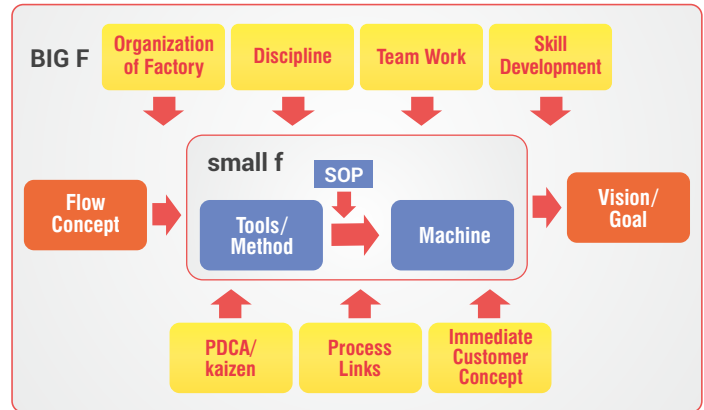
Partnership

THREE BREAKTHROUGHS OF VLCI

- 1** Collaboration of local industry (SMEs) and academia (engineering colleges/universities)
- 2** Self promoted
Self financed
Self managed
- 3** Continuous stream of engineering students with knowledge & practice of "VSME Flow Concept"

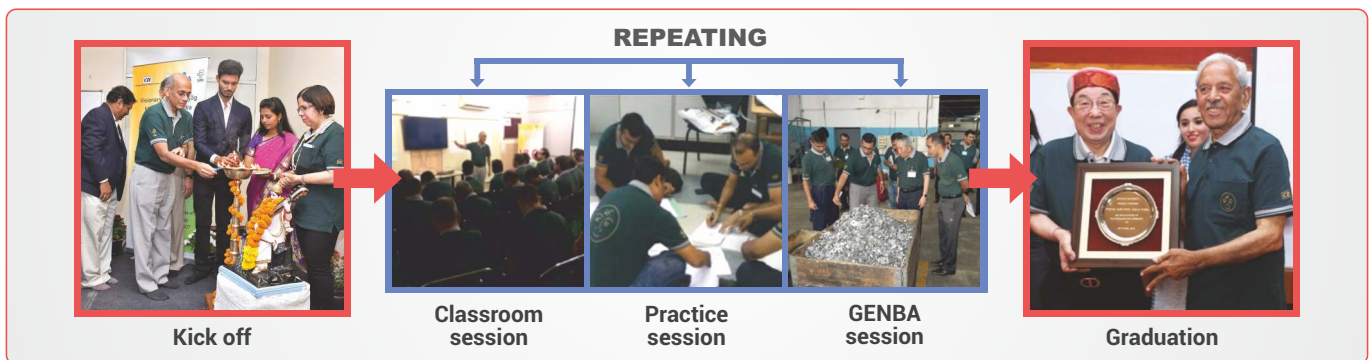
FROM "Small f" to "BIG F"

Sharing common language is key to success of the Learning Community so "BIG Factory (BIG F)" concept has been introduced. The traditional mindset is to view a factory as a set of machines operated by tools/methods and a set of standard operating procedures (SOP) driving that method "small factory (small f)". In the modern context, however, manufacturing cannot and should not be so defined, since it is driven by much wider elements. Therefore, VLCI focuses on mindset change from "small f to BIG F". This understanding is key to creating forward and backward linkages between the factory and the outside world.



HOW TO REALIZE "BIG F" SKILL

In order for the Learning Community to transform their mindset from "small f" to "BIG F", VLCI provides following program. The program reinforces skill building by going back and forth between classroom and GENBA, contributing to creation of MCL.

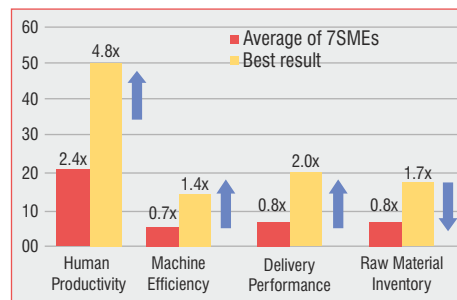


ALIGN WITH "MAKE IN INDIA" : RESULTS OF VLCI

VLCI has been implemented since 2015 and contributed to the development of SMEs and human resources in 5 areas. Scaling up of VLCI is planned in Haridwar, Satara, and Hosur, which will support Government "Make in India" and "Skill in India".

Location	Year	Company	Local Academia	Participants	
				Company	Academia
Dharwad	2015-16	7 SMEs	-	14	16
Belagavi	2016-17	11 SMEs	NMIET	22	6
Pune	2016-17	10 SMEs	GIT	28	4
Parwanoo/Solan	2017-18	8 SMEs	Shoolini Univ	28	5
Bhiwadi/Faridabad	2017-18	6 SMEs	YMCA Univ	23	3

Accomplished/Ongoing VLCI Projects



Changes in performance of 7 SMEs before and after VLCI program in Dharwad

Core Courses
<ul style="list-style-type: none"> Observe Deeply and Quickly Understand Factory Fundamentals (small f) Understand Linkages (BIG F)
Elective Courses
<ul style="list-style-type: none"> Build Flow Design (Map) Skills Build Flow Execution (Heijunka) Skills Build Manufacturing Leadership Skills to become future MCL

Developed Curriculum in Local Academia

* NMIET: Nutan Maharashtra Institute of Engineering & Technology
GIT: Gogte Institute of Technology