

NAPTA Conference, New Orleans, September 2016

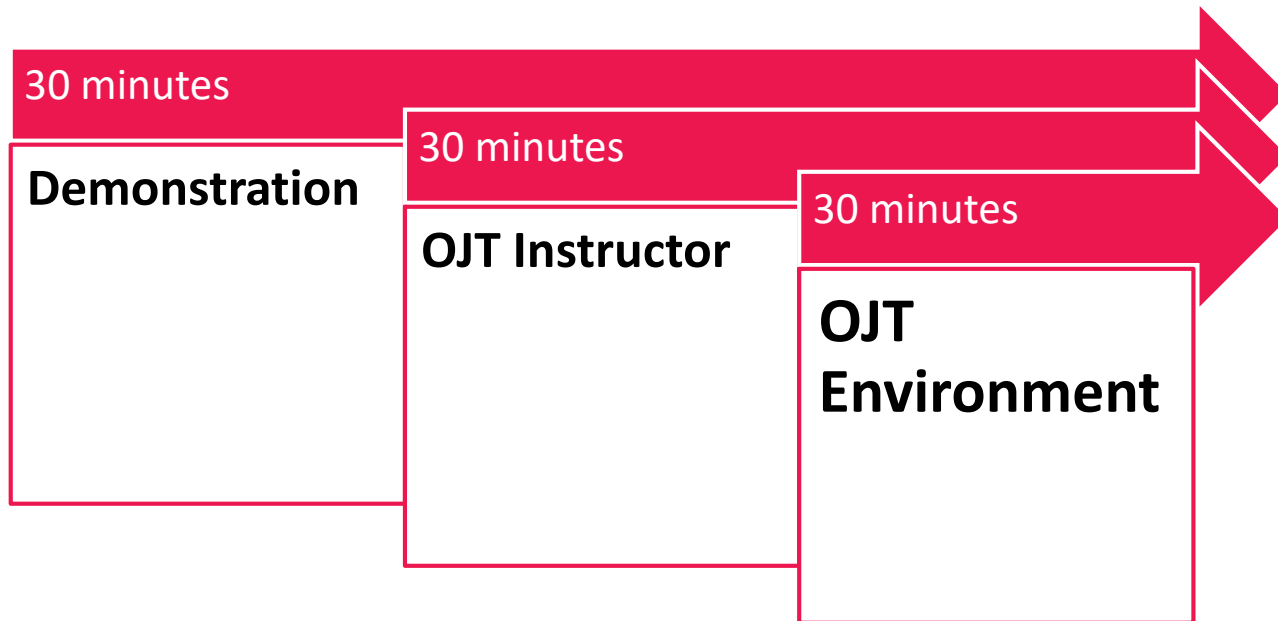
# Improving your “ON-THE-JOB” Training Experience



**Marathon  
Petroleum Company LP**

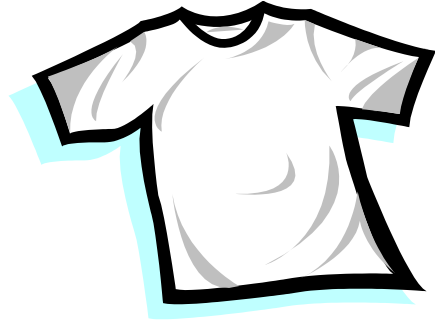


# Objectives: Improving On-The-Job Training



Alan's Training Dictum: *For each minute that you let people get out early there is a corresponding positive critique from the audience.*

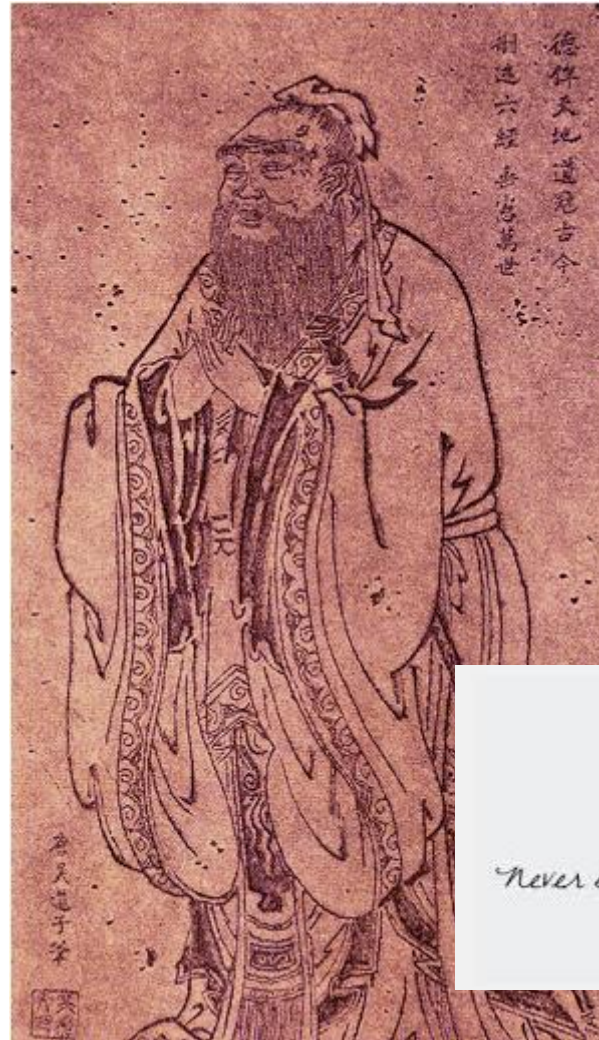
# Skills Demonstration



**How to fold a t shirt – First you lay a T shirt flat, then you pinch it in the middle and then you pinch it in the top along the same line, then you take your top hand and pass it by your bottom hand and grab the t shirt at the bottom, then you lift it up and flop and fold it. There you go! You don't have any questions do you????**

I hear I forget. I see I remember. I do I understand.

■ Who Dat?



学而不厌，  
诲人不倦

*Never be tired of learning or teaching others.*  
-Confucius

## Introductions

- Learning and Using Names
- Name Game

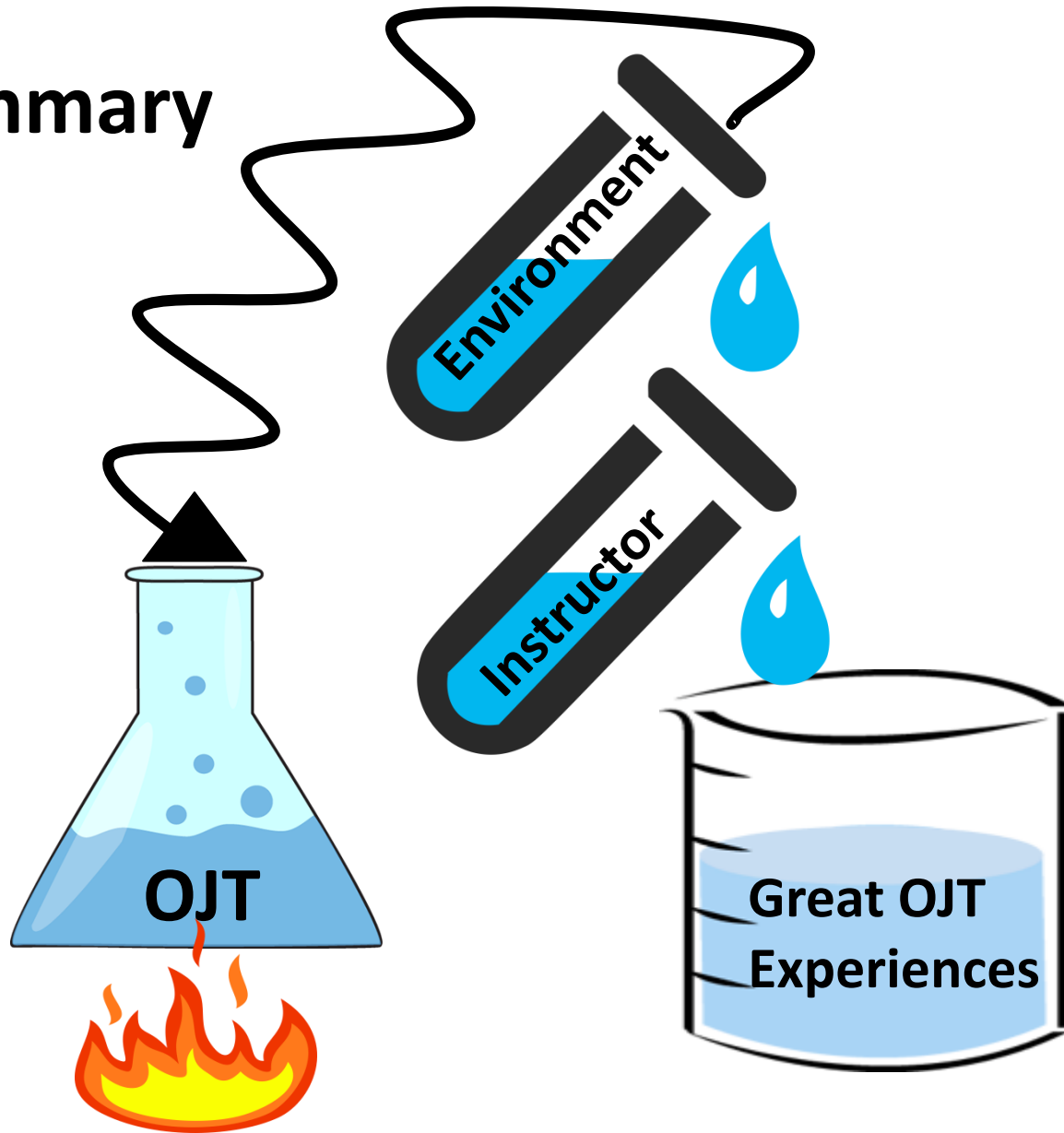
# Attributes & Characteristics of a Great On the Job Trainer

- Inquisitive Mind
- Team Player
- Disciplined
- Willing to Work
- Asks good questions
- Positive
- Team Player
- Patient
- Helpful
- Cooperative
- Can Do Spirit
- Stress Tolerance
- Economical
- Analytical
- Adaptable/Flexible

# Attributes of a Great On-the-Job Training Environment

- Safe
- Quite
- Limited Distractions
- Everyone knows one another
- People Participate
- Positive
- Its okay to be wrong
- People help
- Cooperative
- Encouragement Exists
- Low Stress
- Job Aids available
- Practice Sessions
- Laughter Exists

# Summary





# Improving your OJT Experience



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