



Untapped Talent Training Series: Women Training 2 - Root Cause Analysis

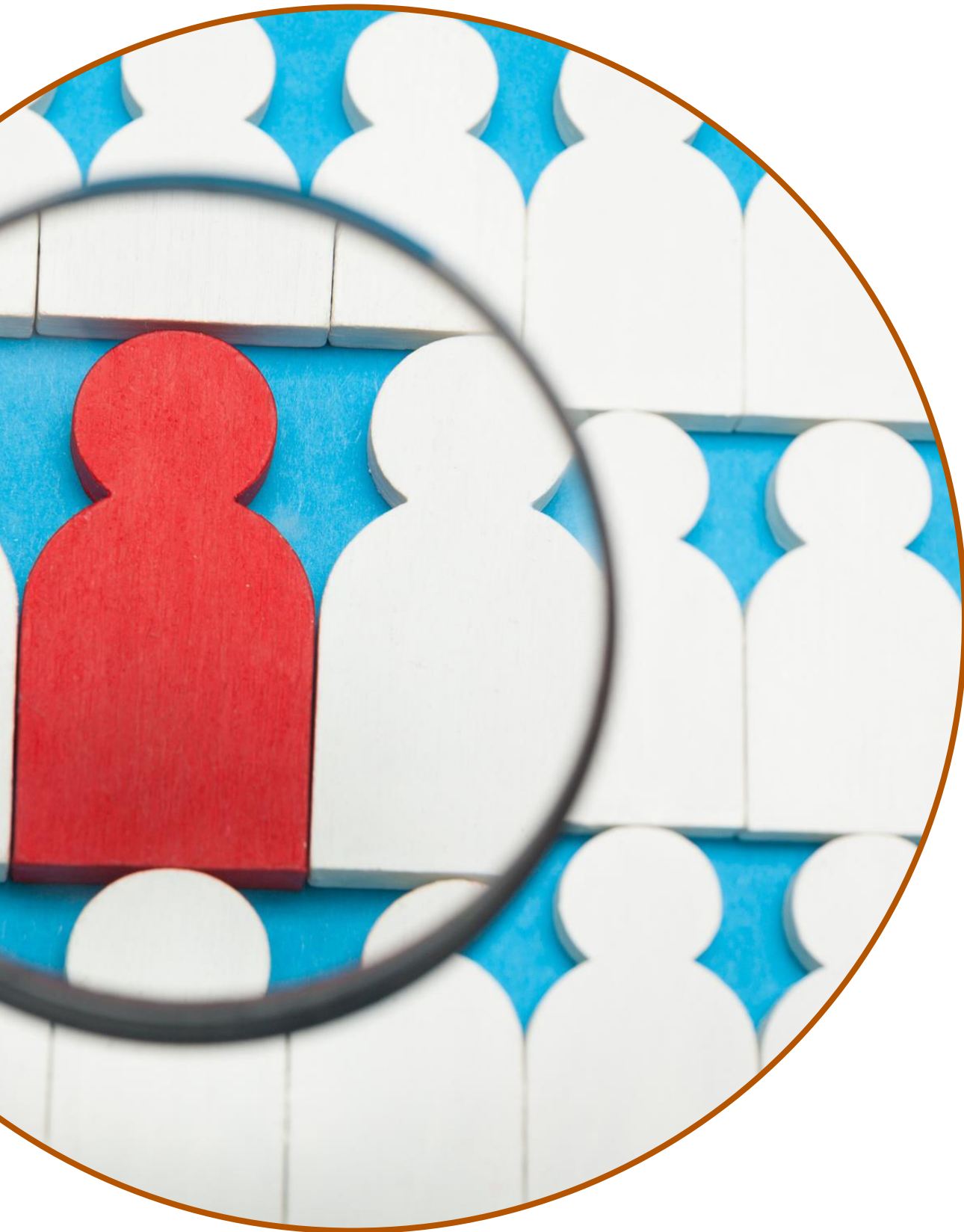
Thursday, April 4, 2024





WELCOME AND INTRODUCTIONS

HOUSEKEEPING



- If possible, turn your camera on!
- Microphones will be muted during the session if you are not presenting, but feel free to use the chat!
- This session will be recorded; all recorded training sessions are stored at the OMA Video Library at www.ohiomfg.com. Use your My OMA login to access. We will also email you the link to the recording, along with today's presentation.
- Additionally, you will receive a 30-second survey by email later today asking you about your experience related to today's session. We value both your attendance today and your feedback!

Ohio Manufacturing 2024 Untapped Talent Training Series/



Community of Practice for Women

April 4, 2024



Kaci Roach, Executive Director
HHW Ohio

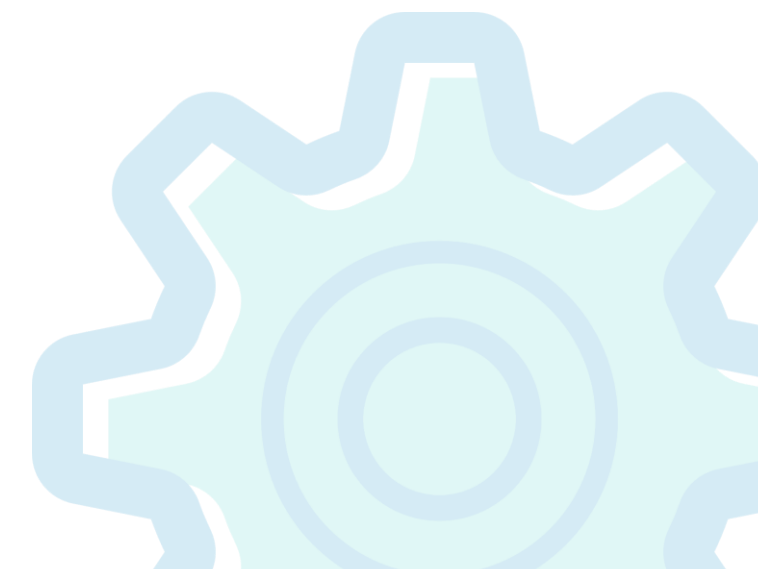
Alanna Nicholas, Founder/Principal
Capital Talent Development Group

Session 2: Root Cause Analysis

Agenda



-
- **Welcome**
 - **Talent Assessment Data Template Review**
 - **Identified Problem**
 - **Root Cause Analysis: The 5 Whys Method**
 - **Next Actions**
-





Training Series Progression



Problem
Identification



Root Cause
Analysis



Process
Mapping



PDSA
Cycle



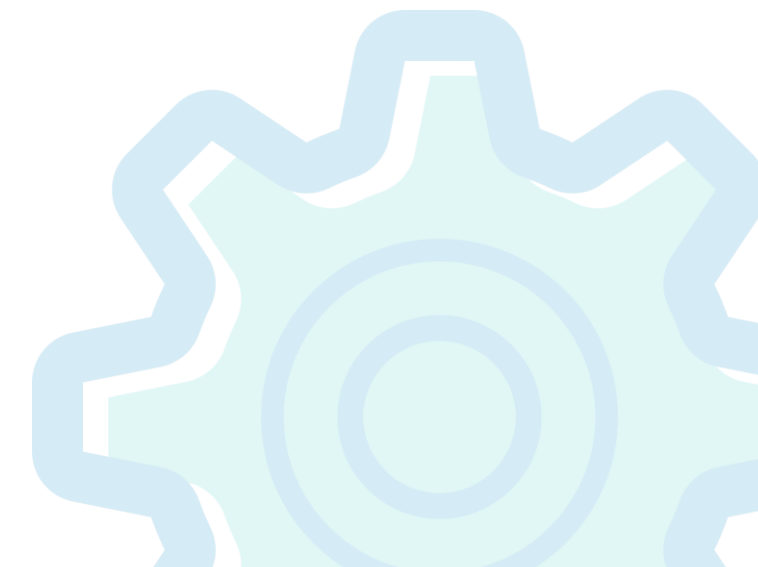
FMEA
Analysis



PDSA
Cycle



Sustain &
Scale

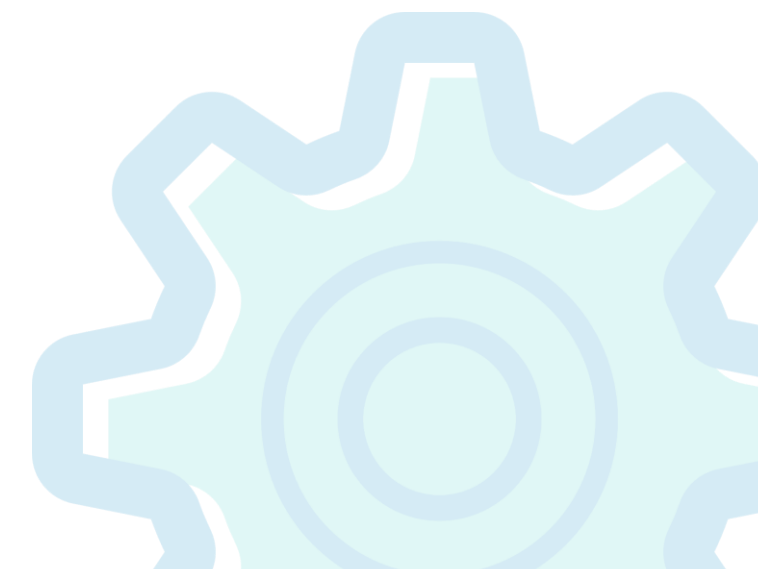




Talent Assessment Data Template Review

Purpose: To provide a baseline understanding of current state and to inform decision making about project selection.

Access: Basecamp (Kaci can add you if you do not have access)



Talent Assessment Data Template Review

- Progress Achieved
 - Individuals and/or Teams Involved
 - Outcome(s) relevant to your our company's recruitment, skill development, career advancement, retention goals for female talent
 - Identified Problem and/or Change
 - This should be based on identified areas in terms of reducing operational/organization waste (e.g. Insufficient training; Under/over utilization of talent; Human Potential; and Utilization of fiscal resources).
 - What challenges have you had? How can we best support?
-

Session 2: Root Cause Analysis

Root cause analysis is a systematic process improvement strategy utilized to identify the root cause of a problem. The goal is to identify sources of waste through utilization of data collection to implement change, and/or solve a problem.

One of the core dynamics of the process is conducting data analysis to assess the correlation between cause and effect of the identified problem. For our journey together, the key objective is identification of value added and non-value in relationship to talent management, and a change you would like to put in place.

Let's Discuss!

5 WHYS METHOD

W WHY

Why is there a limited number of female talent applying for available positions across diverse spectrums of employment opportunities?

W WHY

Why is there a limited number of female talent employed at our company?

W WHY

Why is there a limited number of female talent interviewed for available employment opportunities at our company?

W WHY

Why is there a limited number of female talent who complete our company's onboarding process?

W WHY

Why are policies and/or procedures not in place or updated to increase the recruitment, skill development, career advancement, and retention of female talent at our company?

D DISCOVERY POINT

Planned next actions through utilization of the (1). **Talent Assessment Data Template**, (2). **Root Cause Analysis**, and (3). **5 Whys Method**.



ISHIKAWA (FISHBONE) DIAGRAM



ISHIKAWA (FISHBONE) DIAGRAM

01

Gather team to work on Fishbone

02

The head of the fish is created by listing the problem in a statement format and drawing a box around it.

03

List at least four overarching "causes" that might contribute to the problem.

04

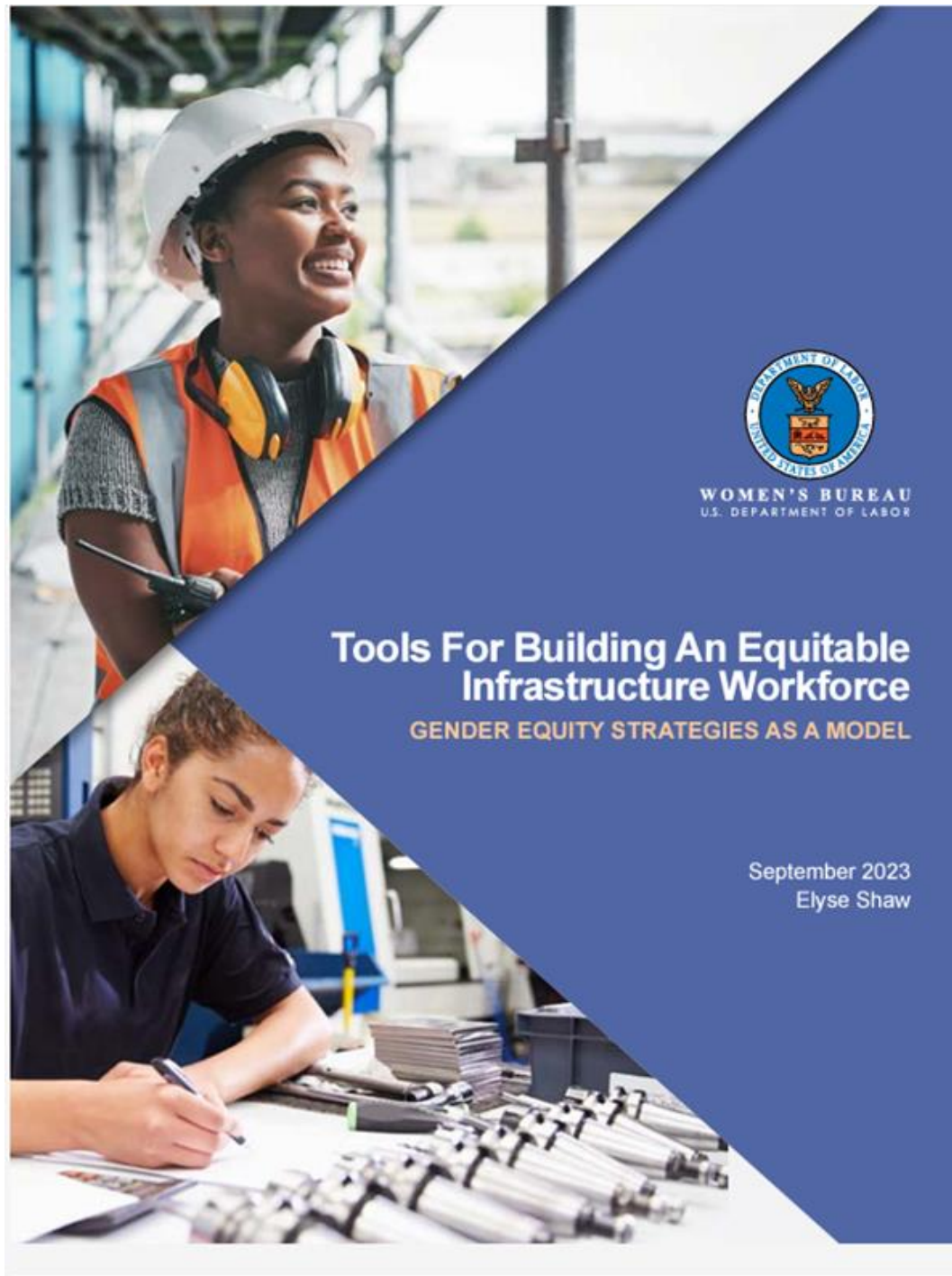
For each overarching cause, team members should brainstorm any supporting information that may contribute to it. (5 Whys)

05

Team analyzes the diagram until an outcome and next steps are agreed upon.



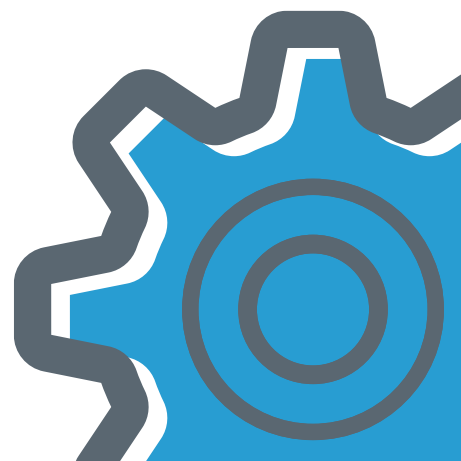
ROOT CAUSE ANALYSIS RESOURCE



US Dept. of Labor Women's Bureau: Equity Toolkit

Provides insight to common challenges women face in relation to recruitment and retention

Available on Basecamp



Next Steps



01. Be prepared to share identified problem, and/or process change.

02. Provide outcome of your team's root cause analysis. **Remember you're not alone!** In preparation for our next session, Basecamp can be utilized for T.A support, and you're welcome to attend scheduled office hours.

03. Complete the survey for today's session

Together, we win!

Resource Page

- [OMA Resource Library](#)
- [Data Template](#)



NEXT STEPS

WHAT'S
NEXT?

- Short 30-second survey coming your way.

- Recording and materials will be accessible via MyOMA Library.

2024 OMA WEBINARS

Untapped Talent Training Series: **Focus on Justice-Impacted Individuals** - 06/20/2024

Untapped Talent Training Series: **Focus on People of Color** - 09/26/2024

Untapped Talent Training Series: **Focus on Veterans** - 12/12/2024

[ACCESS ALL OMA WEBINARS HERE](#)





THANK YOU FOR ATTENDING!

**Women Training Series - Training 3
Rapid Cycle Continuous Improvement**

Thursday, May 2, 2024

