

CPD COTY Category winners

There were five category winners in this year's Engineers Ireland Awards including a new award recognising outstanding achievement in the implementation of CPD



Pictured at the presentation of the CPD Company of the Year Outstanding Achievement Award to KCI Manufacturing were (l-r): John Power, Director General, Engineers Ireland and Dr. John Elwood Chartered Engineer, MIEI, VP global manufacturing, KCI Manufacturing.

CPD helping to drive KCI Manufacturing Growth

Just 12 months after achieving Continuing Professional Development (CPD) accreditation, KCI Manufacturing has won the CPD Company of Year Award for outstanding achievement. The Award was given "in recognition of superb CPD practices, which enabled KCI Manufacturing to successfully deliver an automated manufacturing environment, create jobs and make the Irish plant a critical part of the KCI Global Manufacturing footprint."

In terms of building and sustaining business growth KCI Manufacturing has delivered on several key strategic objectives:

- ▶ cost reduction of KCI's disposable sterile medical device products;
- ▶ business growth that has resulted in its workforce doubling since 2009; and,
- ▶ localisation of supply base in Ireland.

KCI Manufacturing held a two day supplier event with 20 of its strategic suppliers in 2012. Through involvement in CPD and with the support of Engineers Ireland, KCI Manufacturing has gained valuable insight in to 'best in class' approaches across a diverse range of industries and developed a network to share innovative ideas. In a short period of time a comprehensive framework has been established that continues to support its execution on strategic business goals through enhanced organisational learning.

ON Semiconductor utilises CPD to implement grad programme

The ON Semiconductor Limerick office, winner in the small-sized company category, has a growing engineering staff of about 40 employees focused on the design of integrated circuits in the area of power delivery and thermal management within electronic systems. Revenue from these products expected to grow strongly during the coming years. Products designed by its team are used in many well-known electronic systems including gaming consoles, notebook and desktop computers and smartphones.

A typical product supplies the power to the Intel Processor in a notebook computer, which technically is extremely challenging, and the ON Semiconductor team has established a world-leading position in this space. Strategically, ON Semiconductor wants to grow the team through the hiring of highly-qualified electronic engineering graduates from Irish colleges. However, as its sector in Ireland is growing, there is a keen demand for the best graduates, so, a number of years ago, it decided to engage early with a co-op programme, which has led to a high percentage of these co-op participants being hired full-time after their graduation, while reducing the hiring risk for both the graduates and ON Semiconductor, as the 'courtship' resulting from the co-op period confirms if there is a match between the graduate and the role. According to ON Semiconductor, the Engineers Ireland CPD process has been an enormous support in terms of structuring and implementing the co-op programme and, afterwards, supporting the continued

development of the company's engineers as they progress further in their careers. A spokesperson for ON Semiconductor said: "Being selected as a winner of a CPD Company of the Year award in 2012 is a tremendous endorsement of the whole team's efforts and something we are all very proud of."



Pictured at the presentation of the CPD Company of the Year Award in the small-sized company category to ON Semiconductor were (l-r): Kelly Scott, CPD Executive, Engineers Ireland; John Blake, design centre director, ON Semiconductor and John Power, Chartered Engineer FIEI, Director General, Engineers Ireland.



Pictured at the presentation of the CPD Company of the Year Award in the medium-sized category to Siemens Healthcare Diagnostics Manufacturing Ltd were (l-r): John Power, Director General, Engineers Ireland and Noel McShera, Chartered Engineer, MIEI, director of engineering, Siemens Healthcare Diagnostics Manufacturing Ltd.

Lean engineering works for Siemens Healthcare

Siemens Healthcare Diagnostics Manufacturing Limited is the winner of the Engineers Ireland CPD Company of the Year Award in the medium-sized company category. The company is the single worldwide manufacturing location for a range of diagnostics analysers utilised for blood testing in hospital and private laboratories. With a total of 48 engineers and 53 technicians on site, this is a highly technical environment. The award to the company is in recognition of outstanding organisational CPD practices that have transformed a traditional manufacturing process into a 'synchronised flow line' model, achieving significant savings and reduced inventory levels. The most current Lean thinking has been applied to both on-line and off-line processes with concepts such as weekly gemba walks, A3 problem solving methodology, and visual management boards supporting the synchronised flow manufacturing model.

Accepting the award on behalf of Siemens Healthcare Diagnostics, Noel McShera, director of engineering, commented: "The introduction of flow manufacturing required a very significant adaption in the engineering support model, with new visual management techniques, implementation of a rapid response cell located within the manufacturing process and a site-level, cross-functional steering team to guide cost-saving initiatives." Michael Farrell, director of production, highlighted the fact that this is the first flow manufacturing line for a diagnostic instrument within the global Siemens Healthcare Diagnostics operation, and was the result of intensive cross-functional collaboration. Patrick Redmond, managing director, Siemens Healthcare Diagnostics Manufacturing Ltd commented: "The award is further recognition of the talents and business results of 'Siemens Team Swords' and follows on from accomplishing a Siemens Operational Excellence Award in 2011 and Life Sciences Exporter of the Year award in 2010."

PM Groups adapts to changing environment

The PM Group is the winner of the Engineers Ireland CPD Company of the Year Award in the large-sized company category. PM Group's CPD programme is designed to support a world-class engineering organisation, delivering excellent services to clients focused on building expertise across the organisation throughout the career lifecycle, from graduates to technical experts and from managers to senior executives. Today, PM Group is providing architecture and engineering design, project and construction management services in over 30 countries worldwide. "A number of years ago, the PM Group executive team analysed the challenges facing the organisation and determined that the best strategic direction for the company was to expand delivery of its services to new markets overseas. Our CPD programme was recognised for enabling us to adapt to a rapidly changing environment as we shifted our work base from Ireland and internationalised our company over a relatively short time period," according to Dave Murphy, CEO of PM Group. A range of CPD initiatives were undertaken to tackle the growing internationalisation of PM Group's business. They include:

- ▶ the 'GEP Review' (good engineering practice);
- ▶ establishing task forces on Lean project execution;
- ▶ specific training on international design standards; and,
- ▶ exposure of staff to emerging technologies in targeted sectors via alliance partner companies.

These initiatives have helped to improve service delivery, as well as providing a sound foundation for a sustainable competitive advantage in the international arena.



Pictured at the presentation of the CPD Company of the Year Award in the large-sized company category to the PM Group were (l-r): John Power Chartered Engineer FIEI, Director General, Engineers Ireland; Eilish Quane, Electrical Services Dept. Manager, PM Group; Úna Healy, Training & Development Officer, PM Group; Laura Grehan, HR Manager, PM Group; and Dave Murphy, CEO, PM Group.

Fingal County Council nurtures problem-solving

Fingal County Council is the winner of the CPD Company of the Year Award in the public sector category. Fingal County Council is delighted to accept this prestigious award in recognition of work being carried out to benefit the community, according to a spokesperson. Fingal County Council provides an extensive range of infrastructure services, and plays an active role in the development of the area's industry, business, social, arts, heritage and cultural affairs. Given the scale of recent economic problems, the Council embarked on a detailed review of all areas of spend which resulted in a service-wide efficiency drive. Fingal County Council's CPD programme has encouraged a culture of creative problem-solving in the organisation and this played a key role in achieving savings of over three million units of electricity per annum and a resultant reduction in the Council's carbon footprint. The largest portion of these savings was achieved in Leixlip Water Treatment Works (operated by Fingal County Council) and in Swords Wastewater Treatment Plant. This was achieved by upgrading existing pumps and by changing the means by which these pumps operated. A success such as this indicates how CPD can be beneficial to the organisation and result in measurable savings by using lessons learnt and knowledge shared and how it is essential for the future.



Pictured at the presentation of the CPD Company of the Year Award in the public sector category to Fingal County Council were (l-r): Margie McCarthy Chartered Engineer FIEI, Membership Director, Engineers Ireland; Ethna Felten Chartered Engineer, MIEI, acting director of services, water services, Fingal County Council; and John Power Chartered Engineer FIEI, Director General, Engineers Ireland.