



# About The MTS™ ExxonMobil Chemicals Project

## Description of the Project

ExxonMobil initiated a program to standardize the training in all of its facilities world-wide. Known as the Global Manufacturing Training project, the goal was for each site to document their processes in a standard, modular format for use in training their process, maintenance and technical personnel.

**Design Phase:** The ExxonMobil Chemical Beaumont, TX complex consists of 4 chemical plants. The GMT modules for the Olefins and Synthetics plant operators were determined. Concurrently, MTS style process manuals for the Olefins Furnaces, Synthetics Units and a Catalyst Unit were identified.

**Documentation Phase:** MTS consultants wrote 468 GMT Modules and 50 process manuals.

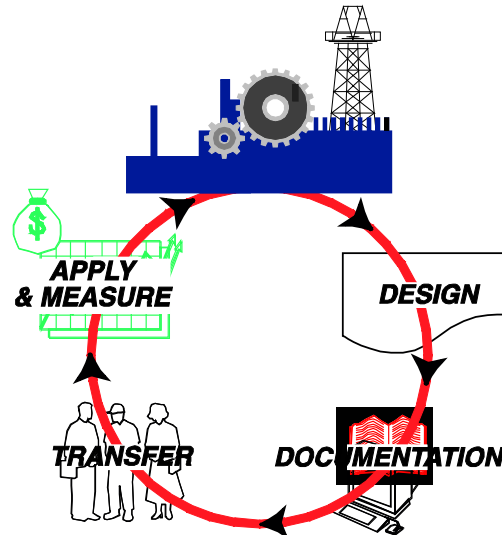
**Transfer Phase:** ExxonMobil will roll-out the modules and manuals via their proprietary learning management system, WebCat, in the fall of 2010.

**Apply and Measure:** Follow up audits are planned to assess the personnel capabilities and keep the materials current.

### PRINCIPAL RESULTS

- ▶ The Olefins Furnaces, three Synthetic Oil, and the Base Catalyst plant operations were documented in the 50 process manuals.
- ▶ GMT Modules covering field and console operator posts were written: 183 for the Synthetics units and 285 for the Olefins unit.
- ▶ The remainder of the GMT modules is scheduled for 2011.

The MTS System as a whole is represented as follows.



1. **The Design Phase includes:**
  - ▶ Analysis of Technology-Organization-People
  - ▶ Process Maps
  - ▶ Competency Maps
  - ▶ Program Design
  - ▶ Implementation Plan Development
2. **The Documentation Phase includes:**
  - ▶ Developing process and equipment manuals
  - ▶ Training Writers (Write-To-Learn™ strategy)
  - ▶ Electronic conversion of documents
  - ▶ Modules from the MTS Library
3. **The Transfer Phase includes:**
  - ▶ Learning-How-To-Learn™
  - ▶ Training Facilitators
  - ▶ Gap Assessment
  - ▶ Training Vs. Gap
4. **The Apply & Measure Phase includes:**
  - ▶ Training Measurement
  - ▶ Business Impact Measurement
  - ▶ Audits
  - ▶ Certification
  - ▶ Integration of Initiatives
  - ▶ Sustainment and Optimization

