



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, Synthetics, Aromatics and Catalyst plant operators were determined. Concurrently, MTS style process manuals for the Units were identified.

Documentation Phase: Since 2008, MTS consultants have written 872 GMT Modules and 101 process manuals.

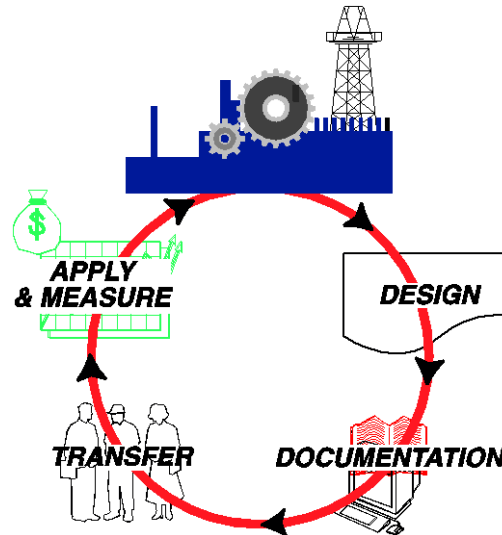
Transfer Phase: ExxonMobil rolled out the modules and manuals via their proprietary learning management system, WebCat, beginning in 2010.

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

PRINCIPAL RESULTS

- ▶ The Olefins Cracking Furnaces, Ethylene Unit, Synthetic Oil, Aromatics and Catalyst plant operations were documented in the 101 process manuals.
- ▶ All of the GMT Modules covering field and console operator posts were written.
- ▶ Plans include MTS maintaining the materials through 2015.

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