

GMP Training Systems, Inc.

Creators of the GMP Ready-to-Use Training System™

GMP Training in a Down Economy ***Why it's More Critical Now than Ever***

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We are currently facing economic conditions world-wide that none of us have ever experienced in our careers, even in our lifetimes. Most organizations are looking for ways to reduce costs. Most of us in our personal lives are looking for ways to reduce our cost of living. These are smart things to do.

The question is HOW. How are people in organizations going about reducing costs? Many organizations reduce costs by reducing their payroll. People lose their jobs, and the people left behind – the people still holding their jobs – have more to do. This increases the stress level, which in turn increases the probability of contamination, mix-ups, and errors.

Many managers cut back on or cut out training as a way to reduce costs. Job skills training is cut back or eliminated. GMP training is cut back to the minimum required by law, which can be interpreted in many ways. This reduction in training also increases the probability of contamination, mix-ups, and errors.

These stressful conditions are exactly when we need to focus on more effective training. Training sessions are sometimes the only time people get to “think” about their jobs. To think about how they perform their jobs. To put their job into perspective – to think about the “Big Picture” and how they fit into it.

Today companies are clamoring to hang on to their customers. And the best way to do that is by providing high quality products and services. GMP and GMP training is a natural fit here. After all, most of what are in the various GMP regulations focus on helping us produce the highest quality products possible. So it is only natural to focus on GMP and GMP training now more than ever.

Using GMP compliance to our advantage – a logical approach

Think of how GMP compliance can help us not only survive but thrive in this economy. Let's state a desired aim as "Please our customers so they keep coming back and buying from us."

The way to accomplish that aim is to provide them the highest quality products and services (delivering products on-time is a service) at the best price. So we have a secondary aim, which helps us accomplish the overall aim of pleasing our customers. That secondary aim is producing high value, high quality products and services consistently. The key word here is consistently.

How do we accomplish that? By designing robust systems and processes, writing good procedures, and having the discipline to follow those procedures. Sound familiar? It should, since that is what most of the GMP regulations focus on – the How in how things get done.

If we do a good job of managing our systems and processes, and people in our organizations have been trained well and follow their procedures, we will have fewer

instances of contamination, mix-ups, and errors. We will have less rework, less scrap, less confusion, and even fewer accidents.

Less rework and less scrap mean lower costs. Less rework and less scrap also lead to higher productivity.

Lower costs and higher productivity translates into more profits. A proven formula for success, in good times and bad.

Profits are the lifeblood of any organization. Profits allow you to attract and keep good people. Profits allow you to invest in research and development, which secures the future. And smart organizations focus their investments into products and services which will result in happy customers.

What was just described above is known as the GMP Chain Reaction™. See Figure 1.

This is the logical way to convince management that now is NOT the time to reduce or eliminate job skills and GMP training. Rather it is the time to focus on providing high quality training and ensure that the training is reinforced on-the-job every day.

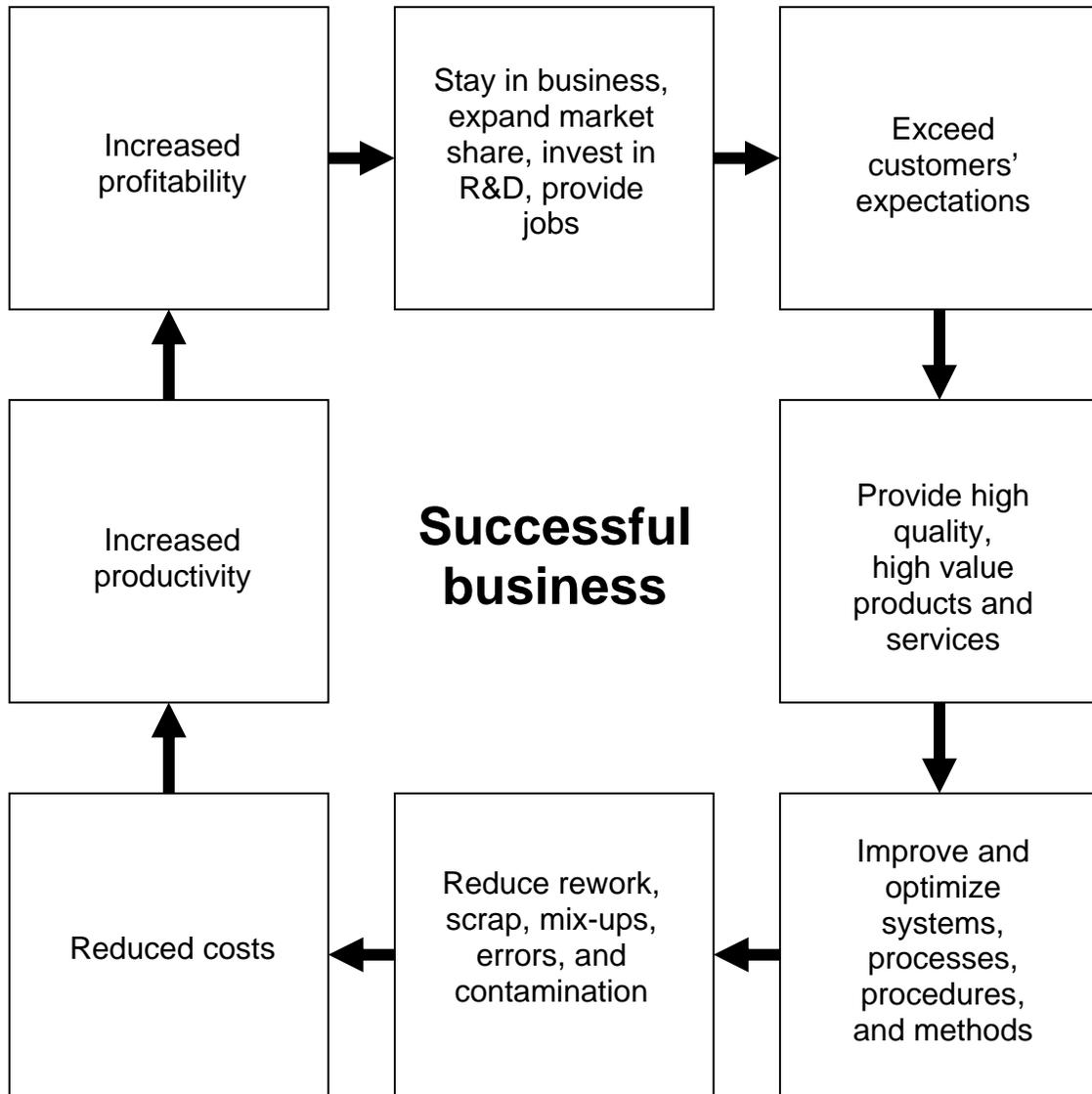


Figure 1 GMP Chain Reaction™

Using GMP compliance to our advantage – an emotional approach

Now in times of crisis, many people react emotionally. And senior managers in organizations are no exception. Here's a tip on reaching your management team on an emotional level.

An issue in the news as this is being written (February 2009) is

the salmonella contamination in peanut butter products. Reading the FDA-483 report issued to this company, it is clear that there were several GMP violations. These violations have resulted in customer deaths and illnesses. *Do you think it will be difficult for these families to find an attorney to represent them? Imagine the cost of defending these lawsuits.*

These violations have resulted in the recall of over 2,000 products from dozens of different manufacturers. The company manufactured a peanut butter base that was used by companies making snack foods, energy bars, and other consumer products. *Do you think these companies will have their legal departments working the case? Imagine the cost of defending these lawsuits.*

These violations have resulted in two manufacturing plants being shut down and the company filing for bankruptcy – with people losing

their jobs in this terrible economy. This could not have come at a worse time for the workers.

These violations have resulted in the FDA and the FBI raiding the plant and initiating criminal proceedings. If someone ends up doing jail time, it's not likely it will be the shipping clerk, or the lab technician. It's likely to be people in senior management.

Check FDA's website – www.FDA.gov - for details on this case and others. This is the emotional pathway to convince your management that now is NOT the time to reduce or eliminate job skills and GMP training.

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