

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process

GE's Internal Ergo Cup Competition



Recognizing the top ergonomic problem solvers in GE

Program Designed to
Share, Showcase and Recognize
Best Practices in Ergonomics
Across GE Businesses

GE...

- 2009: Revenue = \$157 Billion, Earnings = \$11.2 Billion
- > 320,000 Employees
- Operates in 6 Continents and >100 Countries
- > 500 Manufacturing Operations
- ~50% of Operations in US
- ~50% of Operations are NON manufacturing
- Culture Committed to Integrity and Driven by Measurable Performance



Structured For Growth ... The “New GE”

5 Diverse Businesses

Energy Infrastructure



- Energy
- Oil & Gas
- Water & Process Technologies
- Electrical Distribution

Technology Infrastructure



- Healthcare
- Aviation
- Rail

Home & Business Solutions



- Appliances
- Lighting
- Intelligent Platforms

NBC Universal



- Network
- Cable
- Film
- Theme Parks
- Sports & Olympics

Capital Finance



- Commercial Finance
- Real Estate

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• Global Competition



- ✓ GE's internal Ergo Cup Program Began in 2002
- ✓ International Participation Continues to Grow
- ✓ In 2009, 170 Projects Submitted Representing 123 Sites in 23 Countries
- ✓ In 2006, We Began Awarding Regional Finalists
 - Asia
 - EMEA
 - Americas – Non US (Canada, Mexico, Latin and South America)
 - US

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Awards Process

- Ergo Cup Winner Awarded in 3 Categories
 - ✓ Team-Driven Workplace Solution
 - ✓ EHS/Engineer-Driven Workplace Solution
 - ✓ Training & Education Initiative
- 3 Winners Sent to Applied Ergo Conference
- 3 Winners Selected from 20+ Regional Finalists
- Added 5 “Excellence Awards” in 2007 to Increase Recognition
 - ✓ Innovation
 - ✓ Simplicity
 - ✓ Transferability
 - ✓ Risk Reduction
 - ✓ Overall Impact



Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process Application Process

- **Timing**

- ✓ Work backwards from AEC Ergo Cup Submission Deadline (11-22-2010)
- ✓ Build in buffer time at each judging level
- ✓ GE process opens in July and is open for 8 weeks
- ✓ Deadlines must be strictly enforced
- ✓ Timeline for the entire year published in first quarter

- **PowerPoint Application & Online Survey**

- ✓ PowerPoint templates provided & based upon the judging criteria
- ✓ Template guidance improved over the years
- ✓ Max of 3 projects per site, no more than 2 in any one category
- ✓ Collect financial data for each project
- ✓ Established very rigid file size limitations

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process Judging Process

- Projects Judged by a panel of 12-20 Judges
- Each Project Judged by 3 Judges
- 2 Rounds of Judging
 - ✓ 1st Round Identifies Finalists
 - ✓ 2nd Round Selects Ergo Cup & Excellence Award Winners
- Judging Panel Composed of Business or Regional EHS Professionals and Plant/Operations Managers
- Judging Criteria Parallels Criteria Used in International Ergo Cup Competition

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process Judging Process

- Judging Criteria for Workplace Solution Projects

- ✓ Innovation
- ✓ Use of Study & Experimentation
- ✓ Simplicity
- ✓ Positive ROI
- ✓ Risk Reduction / Elimination
- ✓ Presentation

- Judging Criteria for Ergo Program Improvement Initiatives

- ✓ Innovation
- ✓ Clear & Measurable Performance Objectives
- ✓ Connection to Workplace Improvements or Risk Reduction / Elimination
- ✓ Business Gains / ROI
- ✓ Simplicity
- ✓ Sustainable
- ✓ Presentation

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process Judging Process

- Judges rate each project scored 1-5 on each criteria
 - 1 = does NOT exhibit the criteria
 - 2 = SOMEWHAT exhibits the criteria
 - 3 = exhibits the criteria
 - 4 = is an excellent example of the criteria
 - 5 = EXEMPLIFIES the criteria to the FULLEST
- Each judge asked to judge between 15-30 projects

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process History

- Program Began in 2002
 - ✓ 54 Projects Were Submitted in 2002
- Over 100 Projects Have Been Submitted Annually Since 2003!!
- 2002-2006 1st, 2nd & 3rd Place Awards Given in Each Ergo Cup Category
- All Ergo Cup Projects are Posted and Available to All GE Sites
- More Team-Driven Projects Than Other Categories

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The GE Ergo Cup Process

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Also..... for **Success** at the Applied Ergonomics Conference

- 7 Ergo Cup Winners
- 5 Excellence Award Winners

Not every great ergonomics project is a great Ergo Cup project!

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process Benefits

“This initiative [Ergo Cup Competition] began as a way to share, showcase and recognize innovative ergonomics projects and teams across GE. This initiative has grown and evolved in ways that we never imagined. Sites work all year to improve ergonomics and are always looking for the best project to enter into the competition. The competition has driven sites to examine and improve their evaluation processes and facilitated a broader capture of benefits from their ergonomics projects. Overall, the Ergo Cup Competition has increased the enthusiasm and visibility for ergonomics across GE.”

Generating Enthusiasm for Innovative Ergonomics:

The GE Ergo Cup Process 2010 AEC Team-Driven Workplace Solutions Ergo Cup Winner

After



Before



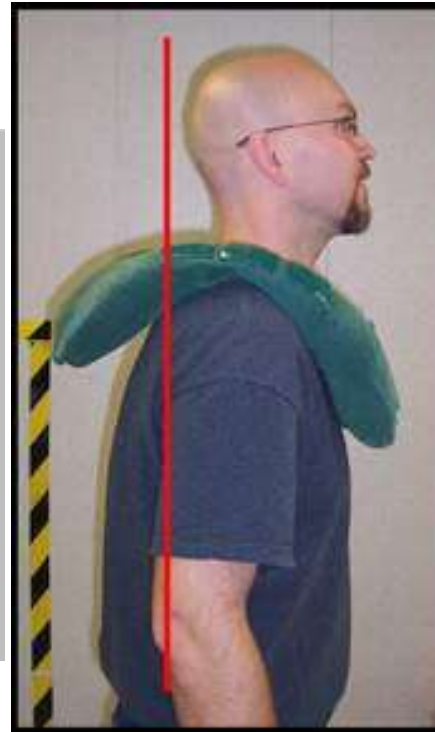
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2007 AEC Presentation Excellence Award Winner



One-piece design harness places neck at an awkward angle.



Improved Posture due to Head Separation and lighter padded harness. Weight cut down by a third.