



# SUBARU TEAM LEADER TECHNICAL TRAINING

Teaching the basics saves lives

## SUMMARY

- The Team Leader Technical Training teaches Subaru Team Leaders the importance of their and their associates' work in assembling and delivering the highest-quality, safest vehicles.
- The Team Leader Technical Training learning experience consists of 40 hours of classroom and hands-on experience.

Subaru of Indiana Automotive (SIA) Team Leader Technical Training was developed in February of 2021 to train Team Leaders on the fundamental components of Subaru's vehicles. Subaru made a strategic decision to ensure trainees can demonstrate how their work impacts customer satisfaction, third-party safety standards ratings, and actual vehicle safety. This process allows Team Leaders to pass the same in-depth knowledge to associates and ensure everyone understands the importance of safety in the assembly of a Subaru vehicle.

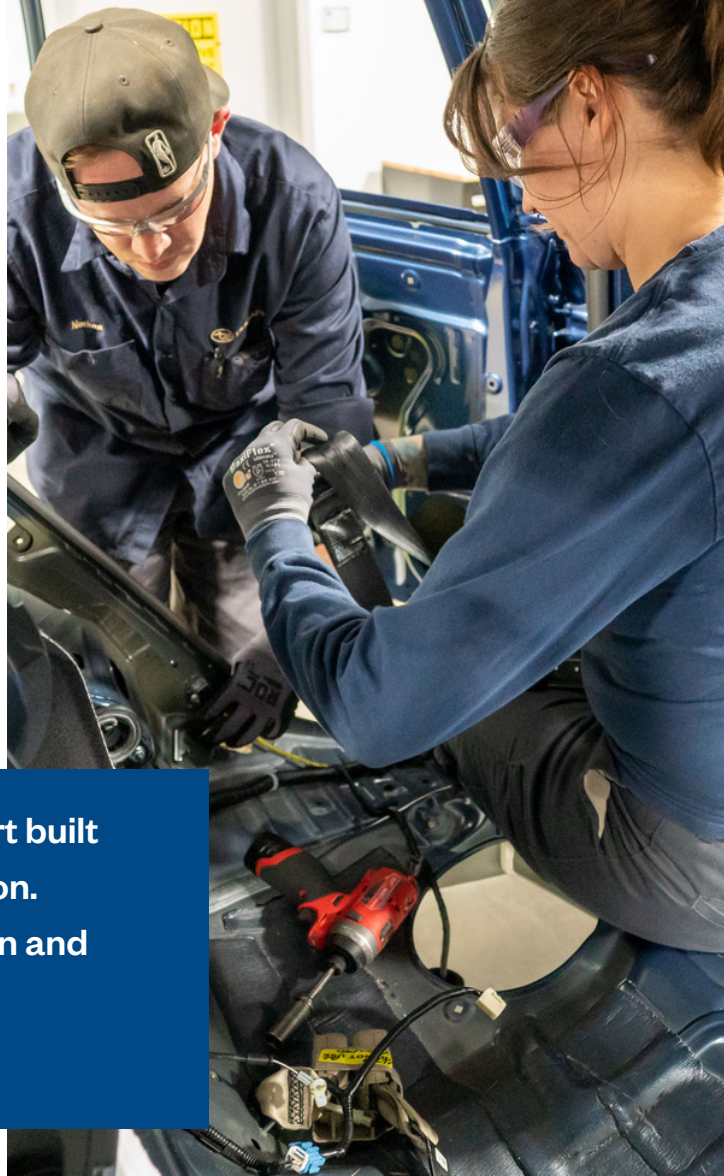
"I felt this was the best training I have received since I started working for SIA. The training was very interesting, and I gained a lot of new knowledge/experience this past week."

Justin Baggerly, Team Leader





The Team Leader Technical Training learning experience consists of 40 hours of both classroom and hands-on exercises. The learner focuses on the technical aspects of vehicle vital safety component assemblies, quality measurers, warranty claims, and their responsibility in leading teams to perform high-standard work. In addition, they will learn workstation design and layout methodology, tooling, and mistake prevention procedures.



**"Classes are very well thought out with a lot of effort built into getting everyone comfortable with their position. Being very hands-on also helps people quickly learn and ask questions."**

Jamie Parsley, Team Leader



Randall Holmes (Technical Training Manager) designed the program so that trainees will demonstrate a proficient level of technical knowledge for Trim & Final assembly components, assembly procedures, standard work, and safety protocols.

To date, 220 Team Leaders have completed their training at the Lafayette, Indiana training facility. SIA is the largest employer in the city and the second-largest in Tippecanoe County.





**"For our Team Leaders, the importance of helping them understand how everything works together to build one of the safest cars on the road is paramount. Impressing on them that every bolt serves a vital process in keeping our customers safe is one of the most important messages we can ever convey."**

Randall Holmes, Technical Training Manager



**"Another thing that I got out of class is how much of an impact we have at the customer level. Building a quality vehicle is very important and to build it the correct way so it's the safest for the customer."**

Kevin Kirchgessner, Team Leader

