

# PM FOR PEOPLE

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## OBJECTIVES OF A PREVENTIVE MAINTENANCE (PM) PROGRAM:

- What is PM?
- Why PM?
- What costs are associated?
- How to establish a PM Program?
- Factors to consider

## SCENARIO #1

- Employee notifies you that they have been offered another job.
- You were unaware that they were looking at other positions
- Employee is involved in several relatively high profile projects
  
- What are your options?
- What would you do?

## TOP 10 REASONS EMPLOYEES QUIT THEIR JOB

1. Relationship with boss
2. Bored and unchallenged by the work itself
3. Relationship with coworkers
4. Opportunities to use skills and abilities
5. Contribution of work to the organizations business goals
6. Autonomy and independence
7. Meaningfulness of job
8. Organizations financial stability
9. Overall corporate culture
10. Managements recognition of employees job performance

<https://www.thebalance.com/top-reasons-why-employees-quit-their-job-1918985>

## WHAT IS PM?

- Preventive Maintenance is...

for Equipment	for People
A planned program of periodic inspections, adjustment, cleaning, lubrication, and selective replacement of components, and minor repair, as well as, performance testing, and analysis intended to maximize the reliability, performance and life cycle of a building system or equipment.	A carefully crafted program of periodic checks, adjustments, and training necessary to enhance the reliability, performance, innovation, and engagement of a team or individual.

## WHAT IS PM?

Who has a great training program?

Professional vs Personal

## WHY PREVENTIVE MAINTENANCE?

*U.S. Employee Engagement, 2013*

% Employees	2013
Engaged	29.6
Not engaged	51.5
Actively disengaged	18.8

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Question:

What if I train them and they leave?

Response:

What if you don't and they stay?

## WHY PREVENTIVE MAINTENANCE?

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- PM is important because....

for Equipment	for People
<ul style="list-style-type: none"> <li>• Keep equipment or systems operational.</li> <li>• Maintain efficiency</li> <li>• Prevent failures</li> <li>• Reduce costs</li> </ul>	<ul style="list-style-type: none"> <li>• To identify and maintain top talent.</li> <li>• Succession planning for the future.</li> <li>• Keeping your best and most talented in the game.</li> <li>• Costly to replace</li> <li>• Lost institutional knowledge</li> <li>• Meet operational needs</li> </ul>

## WHAT COST ARE ASSOCIATED?

- The costs are...

for Equipment	for People
<ul style="list-style-type: none"> <li>• Operating inefficiencies</li> <li>• Premature failure</li> <li>• Reduced reliability</li> <li>• Higher costs</li> <li>• Lost credibility</li> </ul>	<ul style="list-style-type: none"> <li>Lost efficiency</li> <li>Revolving door</li> <li>Reduced engagement</li> <li>Increased turnover rate</li> <li>Increased training costs</li> <li>Depleted institutional knowledge</li> <li>Organizational moral</li> </ul>

## WHAT BENEFITS ARE ASSOCIATED?

- The benefits are...

for Equipment	for People
<ul style="list-style-type: none"> <li>• Greater operating efficiencies</li> <li>• fewer failure</li> <li>• Higher levels of reliability</li> <li>• Reduced costs</li> <li>• Credibility</li> </ul>	<ul style="list-style-type: none"> <li>• Higher trust</li> <li>• Greater employee loyalty</li> <li>• Increased engagement</li> <li>• Innovation</li> <li>• Customer loyalty</li> </ul>

## FACTORS TO CONSIDER...

For Equipment	For People
<ul style="list-style-type: none"> <li>• Is it the right equipment for the job to be done. (proper type, quality, size)</li> <li>• Operating environment?</li> <li>• Cost</li> <li>• Resources available to the program</li> <li>• Best practices (manufacturers recommendations)</li> </ul>	<ul style="list-style-type: none"> <li>• Proper ability and skills necessary to be successful?</li> <li>• Fit (professional, personal, organizational, behavioral)</li> <li>• Training level</li> <li>• Experience</li> <li>• Culture</li> <li>• Expectations</li> <li>• Work ethic</li> </ul>

## HOW TO ESTABLISH A PM PROGRAM

Viron	Joseph
<ul style="list-style-type: none"> <li>• Decide what the program should look like.</li> <li>• Prioritize based on factors like missional support needs, performance level desired, costs....</li> <li>• Create an environment</li> <li>• Find ways to engage everyone...</li> </ul>	<ul style="list-style-type: none"> <li>• Decide the campus/department need.</li> <li>• Conduct Gap Analysis</li> <li>• Assess the department capacity               <ul style="list-style-type: none"> <li>• Willingness,</li> <li>• Competency</li> <li>• Opportunity</li> </ul> </li> <li>• Implement Alignment "right person, right position"</li> </ul>