Appendix 21 p. 212, *The Missing Links* by Caroline Mondon (Industrial Press,

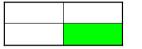


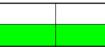
2016) www.themissinglinks.info

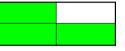
H. Rami Multiskills Grid

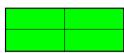
No training in progress

Training plan in progress









Student

Operational

Expert

Trainer

Understand Flow	Promote Flow	Protect Flow	Design Flow		
			Design and coach		
			100% of the system		
		Manage			
		100% of the job			
	Manage				
	80% of the job				
Understand					
System Components					

Multiple Professional Growth Path Options

	Skill 1		Skill 2		Skill 3		Skill 4		Total
Bernard									7
Nicole									7
Philippe									7
Isabelle									7
Romain									7
Florian									7