



Center for
Lean Excellence

SEAM

Skill Elevation in Apparel Manufacturing

TECHNICAL
SKILLS

LEAN
SKILLS

SOFT
SKILLS



Background

Center for Lean Excellence is a Singapore-based training and consulting service provider with its operations hub in Sri Lanka, specializing in the apparel industry.

Our team comprises seasoned experts who have held senior roles in leading apparel manufacturing companies across China, India, Sri Lanka, Bangladesh, Vietnam, Jordan, Pakistan, and Cambodia. Collectively, our experts bring over 150 years of industry experience, offering invaluable insights and strategic solutions.

Since 2019, we have partnered with numerous apparel companies worldwide, helping them elevate management capabilities and enhance operational efficiency. In 2022, we became the execution partner for the GEAR (Gender Equality and Returns) program, a collaborative initiative by IFC, ILO, and Better Work Sri Lanka.

Through this program, we successfully upskilled 200+ participants from 30 factories across 12 organizations in Sri Lanka.

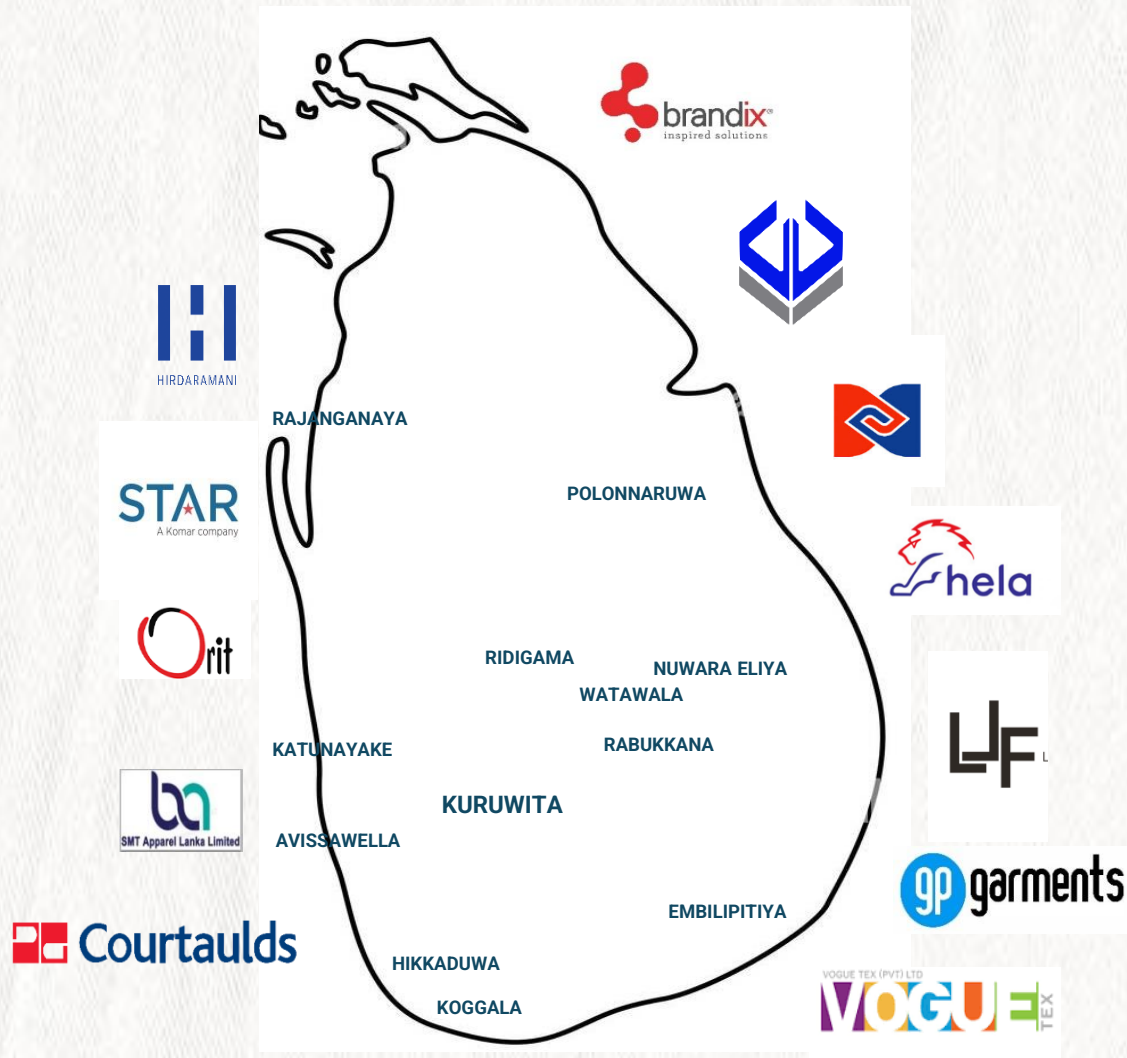
Our impact speaks for itself:

- 10,000+ training and coaching hours delivered
 - 4.2% increase in operational efficiency
 - 5.4% reduction in end-line defect rates
- Millions of dollars in cost savings for participating companies
 - 84% of trained participants promoted within a year

Building on our extensive experience in apparel manufacturing, we are now introducing the SEAM (Skill Elevation in Apparel Manufacturing) Program—a comprehensive initiative designed to drive measurable improvements in workforce capability, efficiency, and business outcomes. Let us help your organization achieve sustainable excellence in apparel manufacturing.

Our Impact on Sri Lankan Apparel Industry through GEAR

In 2022, we became the execution partner for the GEAR (Gender Equality and Returns) program, a collaborative initiative by IFC, ILO, and Better Work Sri Lanka



“In Sri Lanka, We’ve trained 200+ trainees from 30+ Factories representing 12 companies!”



Business Impact

4.2%

Efficiency ↑

5.4%

Quality ↑



People Impact

84%

Promoted

50%

Salary ↑

“

***Good training. It helps to
change the attitudes of the
society and individuals.***

Keep up the good work

-Production Manager - Winterquilts



SEAM Overview



Purpose

Practical, results-driven training designed to maximize efficiency in the apparel industry, addressing the gap in specialized training



Audience

Mangers & Executives. Based on the requirement the program can be customized for Frontline Members

Objectives



Personal
Transformation

+



Operational
Transformation



Business
Profitability



SEAM Scope

1

Technical Skills Development – 4 Days

Sewing | Cutting | Production | IE | Process Management

2

Lean Capability Development – 3 Days

Lean Problem Solving | Kaizen | Waste Eliminating | Process Mapping

3

Soft Skills Improvement – 3 Days

Communication | Professionalism | Adaptability | Negotiation

4

On the Job Coaching – 2 Hrs/Person

Individual & Group Coaching | Measurement & Evaluation

5

Outward Bound Training (OBT) – 1 Day

Leadership | Teamwork | Decision-Making | Self-Confidence



Content Summary

1 Technical Skills Development

Day	Key Area	Topics
01	Manufacturing Process & Role of Executive	Role of a Manager in Driving Performance
		Textile and Apparel Manufacturing Process Optimization
		Standard Work for Consistency and Efficiency
		Quick Changeover to Reduce Downtime
		Optimizing Layout for Smooth Workflow
02	Production Planning & Efficiency	Line Balancing for Better Production Flow
		Production Planning for On-Time Delivery
03	Product Development Flow	Efficiency Improvement in Production Lines
		Product Development & Pre-Production process
		Operation Cost Management for Profitability
04	Managing People	Techniques in Standard Minute Value (SMV)
		Skill Development for Multiskilling
		Optimizing Operator Training

2 Lean Capability Development

Day	Key Area	Topics
01	Learning to See	Introduction to Lean, Value & 8 Types of Wastes
		Deep understanding wastes with process mapping
		Gemba Kaizen for Continuous Improvement
02	Lean Problems Solving	Structured Problem-Solving Techniques
		A3 Thinking for Project Management
03	Lean Essentials for Apparel	TPM for machine maintenance
		BIQ for quality management
		Pull System Kanban for flow management

Content Summary

3 Soft Skills Improvement

Day	Key Area	Topics
01	Managing self, emotions and self-care	Managing and overcoming inner criticism and self-doubt
		Self-awareness and self-care techniques
		Emotional management practices
		Mindfulness and relaxation
02	Personality development	Stress management, self-care techniques Work-life balance
		Personality types
		Confidence & Positive attitude
		Positive personal qualities
		Motivation and self drive Planning and organizational skills
03	Leadership Development & Communication skills	Leadership and management styles
		Emotional intelligence
		Empathy, compassion and respect
		Effective communication skills Communication styles
		Presentation skills and negotiation skills

4 On the Job Coaching

Day	Key Area	Content
01	Group & Individual Coaching Sessions	Observe & evaluate the trainees individually
		Identify skill gaps against the desired level
		Individually provide feedback
		Practical work shops, project monitoring and coaching.
		Closely monitor the personal and operational transformation

Content Summary

5 Outward Bound Training (OBT)

Day	Key Area	Outcomes
01	Full Day Outward Bound Training with Physical Activities, Games and Challenges	Managing and overcoming inner criticism and self-doubt
		Enhancing creativity, problem solving skills
		Increasing collaboration
		Resolving intra-group or personal conflicts
		Maintaining work-life balance with quality outcome



Customized OBT Program



All Equipment & Facilities



Specific Location



Lunch & Snacks



Professional Facilitators



First Aid



Supporting Staff



Measurement & Evaluation (M&E)



Personal Transformation

- Practical Assignment
- Group Project Work
- Examination
- On-the-job training progress report
- 360 evaluation – Before & After

Baseline, Midline & Endline Progress of pilot areas



Operational Transformation

- Efficiency / P2P
- Defect Rate & DIFOT
- Absenteeism / Turnover



Training Delivery

- Post-training feedback score
- Participant exam score
- Individual Assignment score
- Activity book completion score



Trainer Panel

Led by a highly experienced panel of industry experts, bringing deep expertise and proven success in developing future leaders in the apparel sector



RASANJANIE LIYANAGE

Lead Technical Trainer
22 Year of Experience



VIDARSHANI PERERA

Lead Soft Skill Trainer
18 Year of Experience



WIMAL ATAPATTU

Leadership Coach
30 Years of Experience



DARSHANA RATNAYAKE

Lean Coach
25 Years of Experience



ROHAN ARIYARATNE

OBT Trainer
25 Years of Experience



SUJEEVA WAIDYATHILAKA

Technical Skill Trainer
26 Year of Experience



DULAN PERERA

Technical Trainer
15 years of Experience



LAPITHA GUNASINGHE

On the Job Coach
25 Years of Experience



ASANKA HENEGEDARA

On the Job Coach
15 Years of Experience

Investment

1	Technical Skills Development – 4 Days	USD 200 PP
2	Lean Capability Development – 3 Days	USD 150 PP
3	Soft Skills Improvement – 3 Days	USD 150 PP
4	On the Job Coaching – 2 Hrs/Person	USD 250 PP
5	Outward Bound Training (OBT) – 1 Day	USD 150 PP

Notes:

- A minimum of 20 participants is required to conduct the training program.
- Airfare, accommodation, and internal transportation costs are to be borne by the client.
- Client can customize the training modules based on their specific needs.
- The client is responsible for providing the training room and necessary facilities, including a projector, whiteboards, flip charts, and other required equipment.
- Client to provide access to their factories for practical sessions.
- For OBT, the client shall provide a location that meets the specifications provided by CLE.

Contact Us



**Center for
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