



# GE

## PROPULSE LE PAYS.

À l'usine GE de Bromont, au Québec, nous fabriquons des aubes à profil aérodynamique destinées à des moteurs d'avions de pointe qui transportent des gens partout dans le monde. Cela représente beaucoup de travail et, donc, beaucoup d'emplois. En fait, toutes les deux secondes, un avion propulsé par GE et ses partenaires décolle quelque part et ramène des gens chez eux en toute sécurité. Voilà une autre façon qu'a trouvée GE pour aider à bâtir un Canada plus fort.



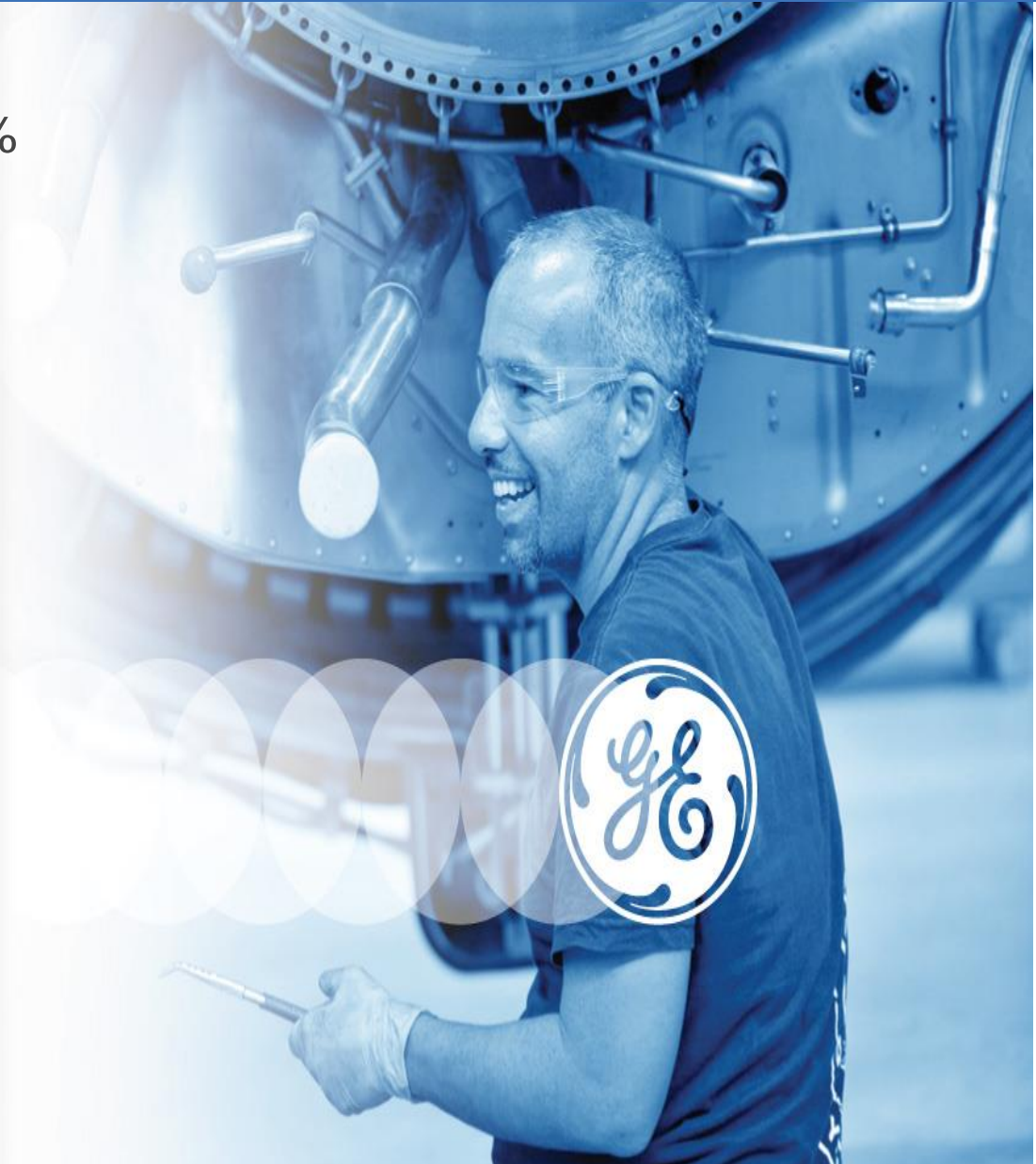
L'imagination à l'œuvre



# GE Aviation

- 24.7B USD business unit in 2015
- Largest business unit within GE with 21% of revenues - 44,000 employees
- 85+ sites
- Presence in 21 countries
- Applying data analytics and new digital technologies: digital design tools, additive manufacturing, advanced automated machining and inspection:
  - enabling our operations, partners and suppliers to significantly reduce cycle time while improving quality

**Leader in aircraft engines,  
systems and services**





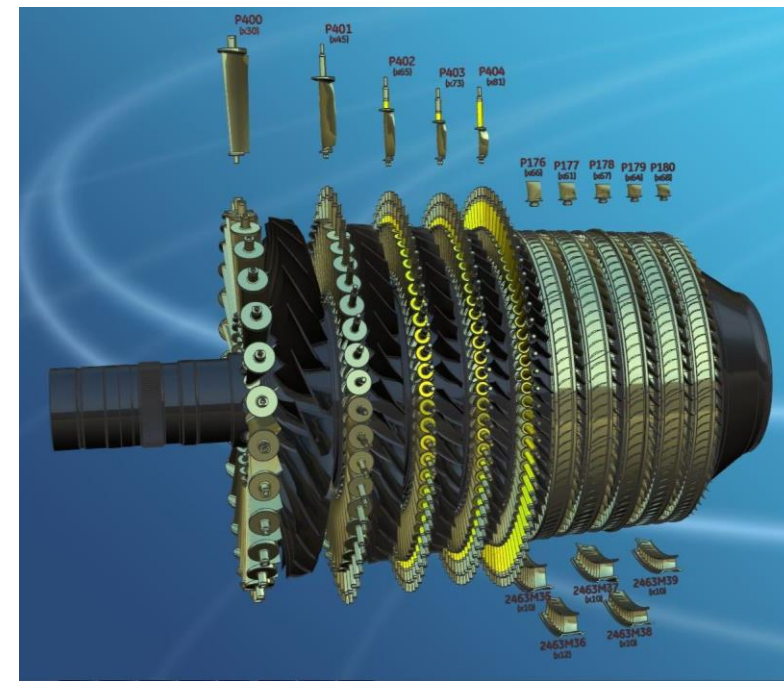
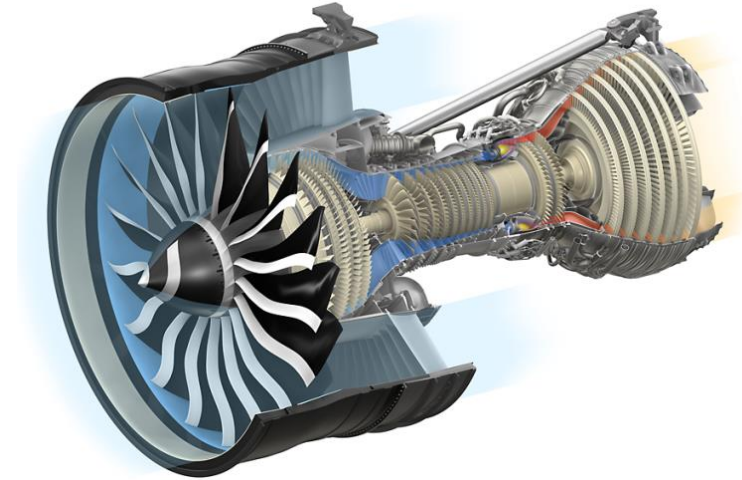
# GE Aviation

- Green field site 1982
- ~ 900 non-unionized employees
- Participative Management design since day 1
- LEAN Toolbox
- +1200 equipments (hot and cold forming processes)
- Precision machining, grinding & turning
- Global robotic and automation center
- Engineering services
- 240K sq ft
- 85 M\$ investments - 2010-2016



# Our products portfolio...

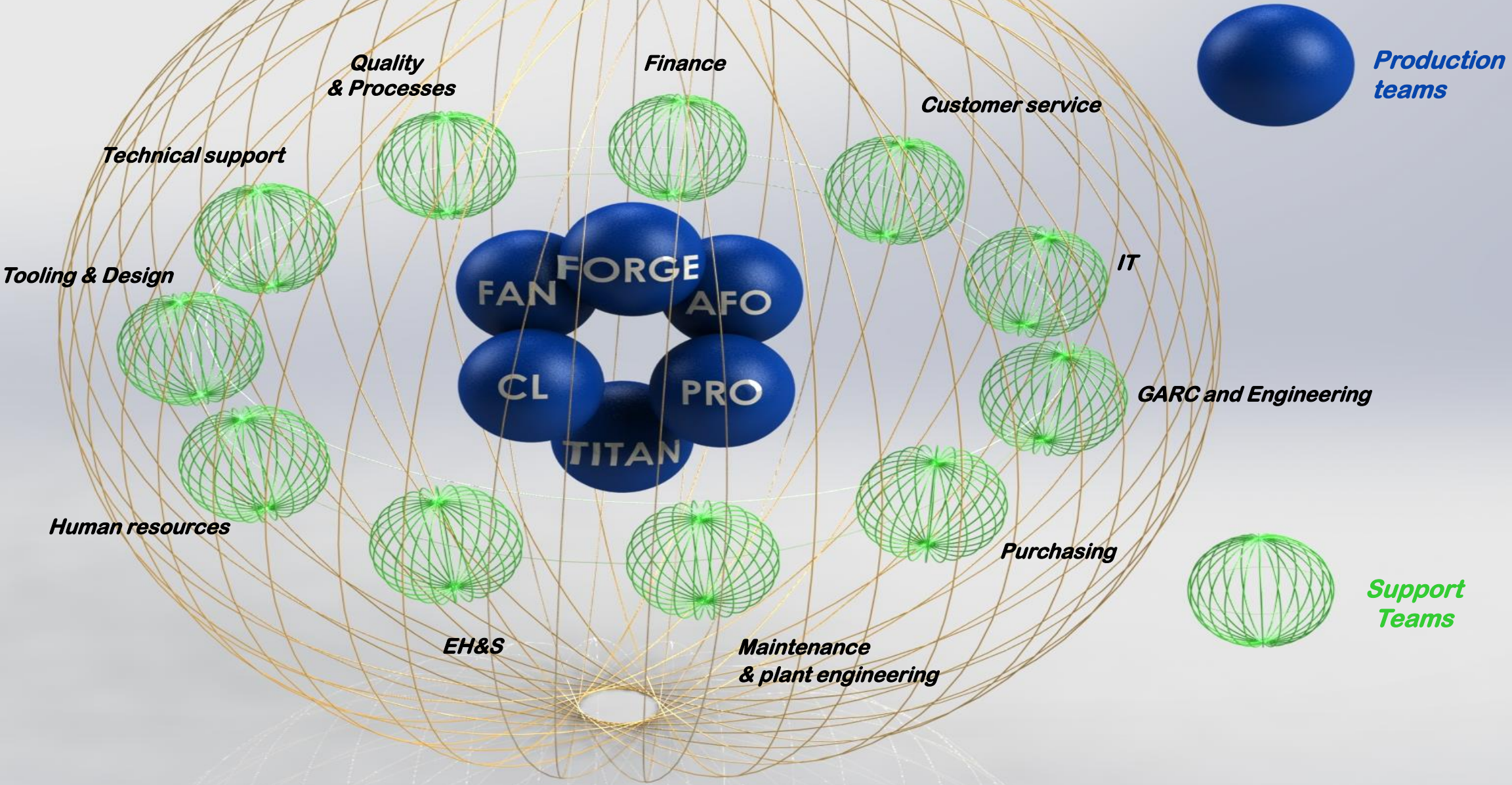
- Compressor blades & vanes:
  - CFM56 / GEnx / LEAP CF34 / CF6  
F110 / F414 / F404 / GEnx
- Sectors:
  - GEnx / CFM56 / LEAP
- Metal Leading Edge :
  - GEnx
- Low Pressure Turbine :
  - F101 / F110 GE Honda / CF6 / CF34-3



**800 parts #'s**  
**3.3 million parts in 2016**



# Our organization...



# Our Participative Management Culture...

From **Good** Performance

**Leadership** 

to **Great** Performance...

Conventional management

Participative management

Task oriented



Low Involvement

Set timelines	Ask	Consult	Coach
Decide	Inform	Set goals	Support
Organize	Communicate	Coordinate	
Tell	Sell		Achieve goals
Control		Perform	Innovation
	Accomplish	Influence	Engagement
	Propose ideas	Share ideas	Flexibility
Execute	Communicate	Kaizen events	Lean tools



Integration of **Human** and **Technical** systems



High Involvement



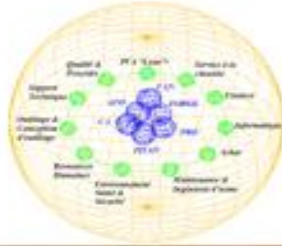


# Our strategy...

**Our customers**



**Our human resources**



**Innovation**



**Technology**



**Honesty  
Mutual aid  
Respect**

**Team work**



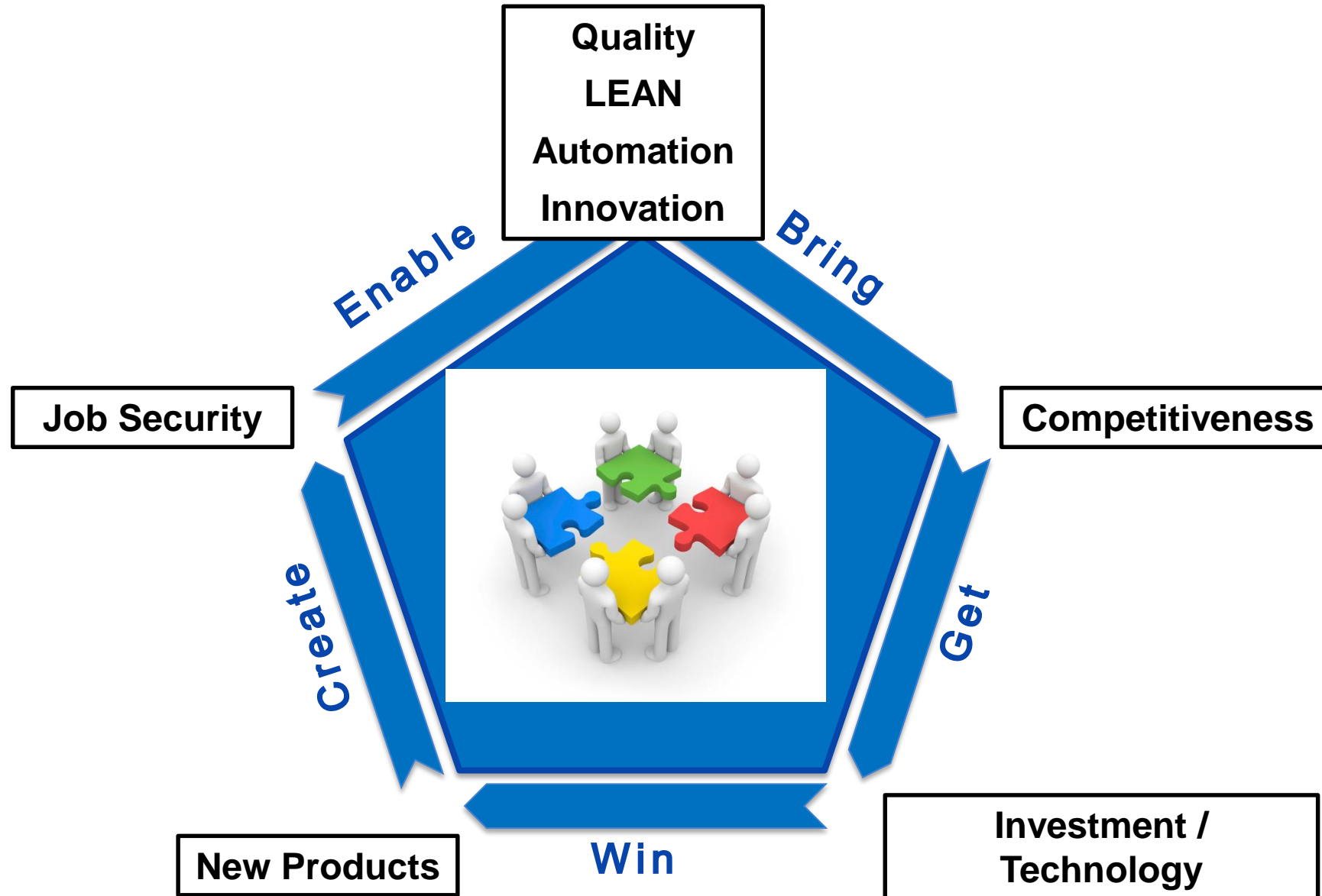
# People at the heart of our technology...

- Implementation of the first robots in 1983
- Challenges in 1985 (unstable processes)
- 2nd test in the middle 1990s
- Implantation rhythm:
  - 1997: ~ 20 robots in service
  - 2009: 100 robots
  - 2017: 180 robots and 140 CMM for inspection
  - ... 2025: collaborative robots - greater integration of vision – 3D printing
- A win / win solution
  - Reduced risk of accidents and injuries
    - ✓ Reduction of 35M of repetitive moves
  - Enriched tasks
  - Improved working conditions
  - Improved parts quality
  - Decreased cycle time and improved productivity
  - Increased capacity /product portfolio



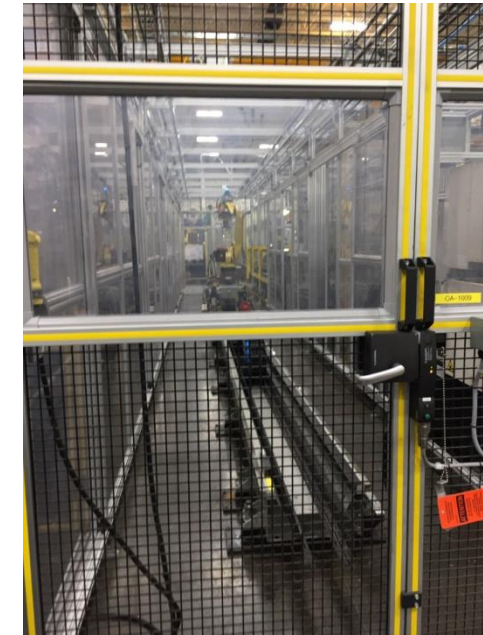


# Our commitment...



# Evolution of roles...

- From craftsmen to operators ... to managers of equipment ...
- From dexterity to computer skills / mathematics
- From operation ... To coordination
- ❖ ***Still in a culture of Participative Management***



1982

1995

2017

2025...



# GE Bromont in summary...

## *Focused Leadership*

- Health, Safety & Quality
- Automation & Innovation
- LEAN and BRILLIANT

## *Employee Engagement*

- Flexible / Multiskilled operators
- Balanced Work Shift
- Problem Solving culture
- Cross Functional Solutions
- Continuous Improvement



**What makes us different ...  
Our people**

