



## Bon-Tech CPI / LSS Certification Standards

Rev.  
20150618

	Level 1 (Green Belt)	Level 2 (Black Belt)	Level 3 (Master Black Belt)	Additional Comments
<b>Train</b>	40 hours instructed content covering the Body of Knowledge (BoK)	120 hours instructed content covering the Body of Knowledge (BoK)	80 hours additional ongoing training in CPI-related content	Note that 40 hours of GB training may count toward the total of 120 hours required for BB training. GB / Level 1 is not necessarily a prerequisite for BB / Level 2 training but is strongly encouraged.  BB / Level 2 training IS a prerequisite for MBB / Level 3 training.  For Level 3 / MBBs an additional 80 hours of ongoing CPI-related training is required; while this does not have to be a formal Level 3 / MBB training program, this is encouraged.
<b>Test</b>	GB Final Exam (70% Passing Score)	BB Final Exam (70% Passing Score)	If formal Level 3 / MBB training <u>is</u> received, pass post-training exam (70% Passing Score)  If formal Level 3 / MBB training <u>is not</u> received, pass a valid/recognized 3rd party Level 2 / BB certification exam.	Level 3 / MBBs who do not receive formal LSS MBB training are required to take and pass a third party certification exam. Examples include but are not limited to The American Society for Quality Certified Six Sigma Black Belt (CSSBB) exam, the Department of the Navy / ASQ Lean Six Sigma Black Belt (LSSBB) exam, and the AME/SME/Shingo Institute Silver Lean Certification. Successfully completing the Bon-Tech MBB certification exam may also validate candidate's level of knowledge. Bon-Tech reserves the right to accept or reject third party certification sources not listed in this document. Please contact us for a complete listing of approved 3rd party certification exams at registrar@bon-tech.org.
<b>Experience</b>	n/a	n/a	Minimum 3 yrs certified CPI experience supporting achievement of Level 3 / MBB core competency taxonomy levels.  Industry internship recommended but not required.	<u>Minimum</u> industry standard for Master Black Belt / Level 3 certification is 3-5 years. Bon-Tech is adopting the absolute minimum industry standard for experience in order to balance the need to rapidly stand up organic resources in the Level 3 / MBB role without compromising the indispensable element of real-world practitioner experience prior to moving into the role of leader and mentor. <u>Critical</u> to this certification requirement is recognition that there is no fast track to experience, and training alone cannot produce the caliber of Level 3 / MBB required to successfully lead any true enterprise transformation effort. Note that lack of experience does not preclude an individual from serving in the <i>capacity</i> of MBB; experience is required prior to <i>certification</i> . Non-Lean or Six Sigma certifications and experience may be considered on a case-by-case basis.
<b>Project</b>	1 Project or Rapid Improvement / Kaizen Event with measurable results	2* LSS Projects (Notional 3-6 months ea.) w/ measurable results	2 Strategic-level projects (that is, cross-departmental, leveragable / replicable, multi-command or cross-agency - type projects) with measurable results. Notional 4-6 months each.	* For certified Green Belts who have already completed one GB project as part of their CLSSGB certification, only one additional project will be required. For MBB certification, both projects must be in addition to the 2 projects completed for BB certification.  Note <sup>1</sup> that "Rapid Improvement Event" and "Kaizen Event" are considered synonyms and are expected to follow a standard planning, analyzing, implementation, and follow-up process (8-step, DMAIC, PDCA/PDSA, or some similar problem-solving methodology). These events should require a team approach and are NOT simply "just do it" activities.  Note <sup>2</sup> that where appropriate for MBB / Level 3 projects, the <i>plan</i> for deploying project replication may be acceptable in lieu of fully implemented replications. The goal is to demonstrate strategic-level thinking during project implementation.  Note <sup>3</sup> that after 3 years or more of CPI experience, these experienced BBs should have completed MANY projects. If they have not leveraged at least two of these projects on a wider level, they are not demonstrating MBB-level strategic thinking and are not ready for certification.
<b>Teach</b>	Awareness / Just-in-time (JIT) project team training	JIT team training for BB project team  Where practicable, teach/assist w/ Level 1 / GB training	Co-teaching one complete Level 2 / BB program of instruction	Properly facilitated project work will meet the minimum Level 1 / GB and Level 2 / BB teaching and mentoring requirements. While Level 2 / BBs are encouraged to teach and mentor Level 1 / GBs, it is <u>not</u> required for certification.  To serve in full capacity as a Level 3 / MBB requires more than just mentoring skills. Classroom skills must be demonstrated, and delivering training is therefore required, both to demonstrate the skill set and to encourage the additional level of understanding brought about by teaching.
<b>Other</b>	GB/Lv1 experience <b>validated</b> by at least one BB/Lv2, and <b>approved</b> by <u>local</u> CPI Program Office	BB/Lv2 experience <b>validated</b> by at least one MBB/Lv3 and <b>approved</b> by <u>local</u> CPI Program Office	MBB/Lv3 experience <b>validated</b> by at least one MBB/Lv3 and <b>approved</b> by CPI Program Office at <u>HQ</u> for Corporation, Activity, Agency, or Service	The intent of this structure is to allow for a pull system for organizational HQs to tap into enterprise-wide resources for cross-organizational work in order to meet MBB cert requirements and enterprise strategic needs. All certified MBB / Level 3 personnel are known and approved by the HQ CPI/LSS Program Office, steering committee, or similar organization, ensuring high-level awareness and access to these highly trained personnel for deploying critical cross-enterprise, high impact improvement efforts.

Note: Level 1 / GB training is not a required prerequisite for Level 2 / BB certification. However, successful completion of Level 2 / BB certification is mandatory prior to MBB certification.

Note: Bon-Tech is in the habit of using the traditional Six Sigma terms Green Belt, Black Belt, Master Black Belt for its certifications. For non-Six Sigma speakers, these may be referred to as "Level 1", "Level 2", and "Level 3" expertise. For some, it may be helpful to understand this as the classic "Apprentice", "Journeyman", and "Master" artisan model.

© Bon-Tech, LLC 2015, all rights reserved