



Six Sigma PH
www.6sigmaPH.com

PHILIPPINE

SIX SIGMA SALARY SURVEY

2021
EDITION

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accenture



School of Design Sprint



“

Filipino talents are at the heart of everything we do. Our students and service industry corporate clients see us as a trusted process improvement coach, helping them to fulfill career aspirations and build exceptional business processes.

”



94% of our clients are from the Service Industry including ITBPO, KPO, Financial Services, Healthcare, Education, Hospitality, Food & Beverage, Retail, Real Estate, Academe, MSMEs.

MESSAGE FROM "THE SIX SIGMA GUY"

"As the number 1 Lean Six Sigma School in the Philippines, our purpose is clear- we equip Filipino Talents and Service Industry Companies with proven and relevant process improvement skills to fulfill their unique potentials. That is what we have been doing for over 7 years.

People are at the heart of everything we do. Our students and service industry corporate clients see us as a trusted process improvement coach, helping them to fulfill career aspirations and build exceptional business processes.

We do this through facilitating our updated Lean Six Sigma training curriculum, which I redesigned in 2012 specifically for the unique needs of the Service Industry, with the help of Philippine Society for Learning & Development.

I also developed the already proven and time-tested "Six Sigma Circuit™"- a set of tools unique in Six Sigma PH, that accelerates Lean Six Sigma business results and saves 3 months worth of project management time.

To our students, you are the hero, we are your guide. We'll coach you with the tools and you'll lead significant changes for yourself, your colleagues, and your business."

Rex Tuozo
REX TUOZO "THE SIX SIGMA GUY"

Six Sigma Master Black Belt
Six Sigma PH

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Businesses
Intelligently**



See how we apply our
Intelligent Operations formula
by scanning this QR Code



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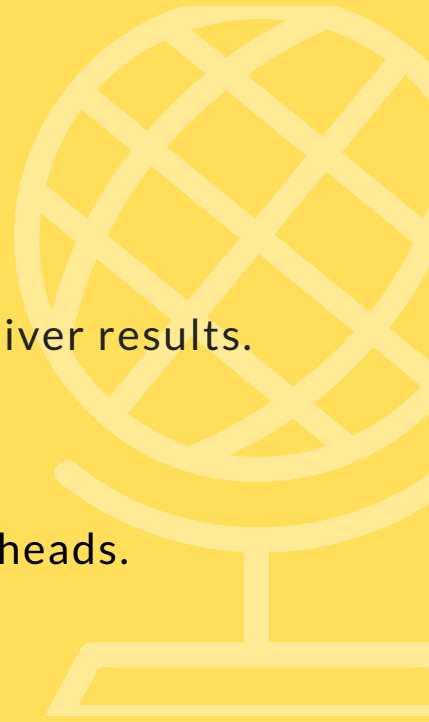
Yellow Belt | Green Belt | Black Belt | Six Sigma Resuscitation Program | Customer Experience Blueprint | Our Consultants.



ALL ABOUT SIX SIGMA PH



OUR STUDENTS' PERFORMANCE



Let us help you...

Know what counts. Measure what matters. Deliver results.

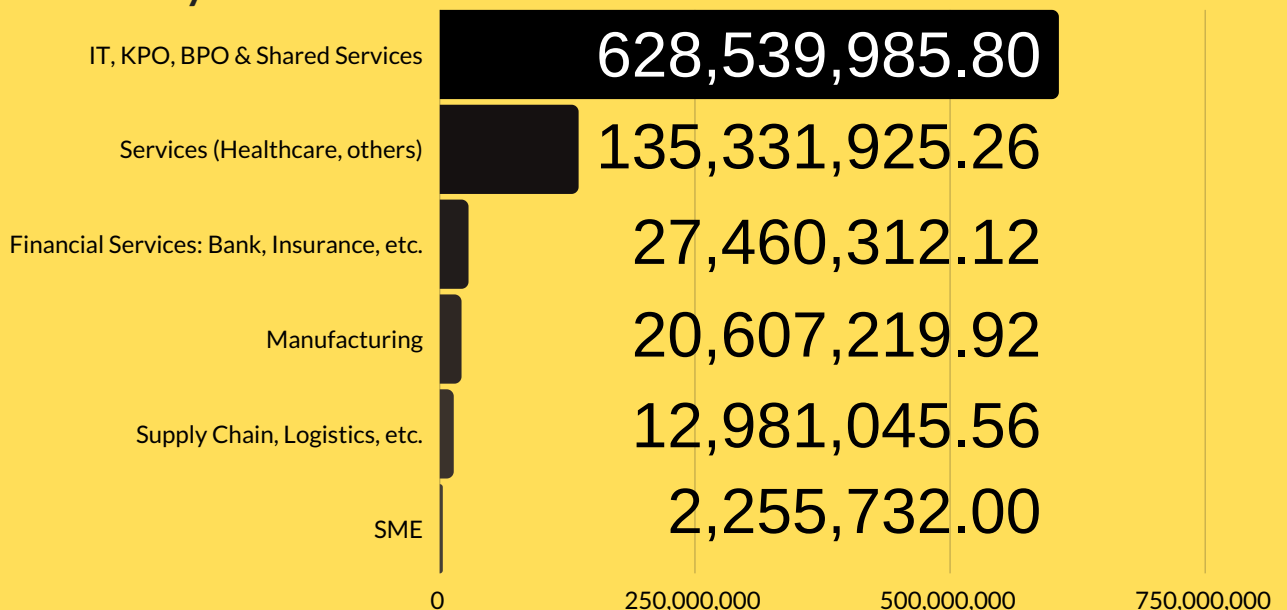
and together, we will...

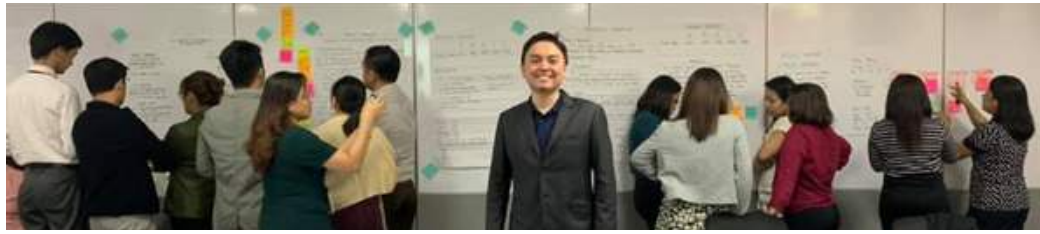
Cut costs. Reduce wastes. Lower your overheads.

Total realized cost savings of our students & corporate clients from 7JUL2013 to 13JUL2020:

P827,176,220.66
\$15.03M

By Industry:





WHAT MAKES US DIFFERENT?

1

We are focused. We have high specialized expertise in Lean Six Sigma for Service Industry. Unlike others who offer other non-Six Sigma programs, **we only have ONE service on our training menu:** The Best Lean Six Sigma training you could experience.

2

We are home of **Rex Tuozo "The Six Sigma Guy"**- the most sought-after Lean Six Sigma Master Black Belt Trainer in the Philippines, popular for making Lean Six Sigma simple, practical & effective for non-engineers/ non-math majors using **experiential & reflective learning methodology.**

3

Rex "The Six Sigma Guy" **redesigned the Six Sigma Curriculum** to fit the unique needs of the **Service Industry.** All other Six Sigma Training companies still use the old curriculum of Motorola and GE, designed for the Manufacturing Industry's Engineers & Statisticians.

4

Rex "The Six Sigma Guy" developed the **"Six Sigma Circuit™"**, a set of tools unique in Six Sigma PH. It accelerates Lean Six Sigma business results and saves 3 months worth of project management time.

OUR SERVICES

- **Lean Six Sigma Yellow Belt.**
- **Lean Six Sigma Green Belt for Service Industry.**
- **Lean Six Sigma Black Belt for Service Industry.**
- **Six Sigma Resuscitation Program™**- *Resuscitate the investment of your Six Sigma Initiative.*
- **Customer Experience Blueprint™ Workshop.**
- **Process Improvement Project Consulting Service.**

You pay for training, certification is free.

Earn a Real Lean Six Sigma Certification in 4 Easy Steps

Step 1 Step 2 Step 3 Step 4

You attend the workshop & learn the methodology & tools from your facilitator and co-participants.

You pass written and practical examinations in class.

You apply what you learned in class by managing & completing a real Lean Six Sigma Project.

You get free consultation from Six Sigma PH MBB/ Black Belts.

Six Sigma PH awards you your internationally-recognized Lean Six Sigma Certification.

OUR COMPANY & NETWORK

At Six Sigma PH, we don't believe training needs to be complex to be valuable. We use 'experiential and reflective learning' methodology for training to be practical, understandable, and engaging for adult learners.

Our goal is to facilitate learning and help you obtain an expertise in the tools that will lead to on-going successes. Our practical approach to training allows non-engineers, non-math majors the Service Industry to embrace the philosophy and implementation of Lean Six Sigma.

We are committed to helping you master the skills that will deliver a substantial ROI.

Six Sigma PH is currently the only Six Sigma training company in the Philippines accredited by ISSSP.



INTERNATIONAL SOCIETY OF
SIX SIGMA PROFESSIONALS

ISSSP is the leading non-profit organization promoting the high standards and values that Lean Six Sigma operates by, established in 1997.

Six Sigma PH is a proud member of:



Six Sigma PH is the authorized reseller in the Philippines.



PARTIAL LIST OF RECENT CLIENTS



A Toyota Group Company

TESTIMONIALS

More Testimonials of 'Real' students here:

<https://www.facebook.com/pg/Sixssigmaphilippines/reviews/>



"We had an excellent Lean Six Sigma training today. I enjoyed meeting everyone and had a great time sharing insights and doing interactive simulation. Looking forward to improving processes in our organization soon!"

ANNA PAULINE SINGSON-VILA

Chief operating officer
CTO Global Services, Inc.



"Highly recommended! They truly provide experiential and reflective learning. The simulation exercises are very fun, exciting, and most importantly insightful. Great teamwork and process improvement! ☺ This is one of the most productive workshops I've attended to. ☐ Imagine learning in just a day how to reduce non-value adding process, decrease defects and wasted efforts thereby reducing cycle time and enhancing customer value satisfaction!"

GUISHEL LOZANO

Fund Accounting Manager
The Citco Group Limited



"The simulation exercises gave the participants a chance to learn concepts in a dynamic and fun way. I have never experienced any training that is this good yet exciting until the very end. Thank you and more power!"

MICHAEL BAYUNGAN

AVP Procurement & Logistics
Lamoian Corporation



"A very innovative, interactive and engaging ways of learning Six Sigma. I really appreciate the simulation activity which help us understand the principles, techniques, and application of six sigma in easiest and practical ways. Thank you Sir Rex and Six Sigma PH for a very fun and rewarding experience."

BUENALIVIA OLATAN

Philippine Council for Health Research and Development
Administrative Officer V

More Testimonials of 'Real' students here:

<https://www.facebook.com/pg/Sixssigmaphilippines/reviews/>

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OUR SISTER COMPANIES



Programs:

- Innovation Design Sprint Certification Program.
- Design Sprint Overview.
- Design Sprint Facilitation.

<https://www.SchoolOfDesignSprint.com/>



eLearning Programs:

- Lean Six Sigma Certifications.
- Scrum & Agile Certifications.
- Digital Marketing Certificate Program.
- Risk Management Certification.

<https://www.eLearningAsean.com/>



Program:

- Scrum Master Certification Program.

<https://www.scrumcoachasean.com//>



Programs:

- Practical Project Management Training.
- Advanced Project Management Training.
- PMP Exam Certification Review.

<https://www.pmguideasean.com/>



SIX SIGMA SALARY SURVEY



FOREWORD

By using Lean Six Sigma graphical and statistical tools, we were able to get clear insights into the state of the salary of Six Sigma professionals in the Philippines.

The data that was received provided us the means to profile different Certified Six Sigma Belts:

Data collection was done from November 2019 to August 2020.



For Lean Six Sigma Professionals: Match yourself against the profile and see how your basic pay benchmarks against your peers.

For Other Professionals: Have an idea about the base pay of the Lean Six Sigma profession in the Philippines, and consider it as a career option.

For Recruitment & Hiring Managers: Get the knowledge you need to build a competitive compensation plan to recruit and retain the talent you need.



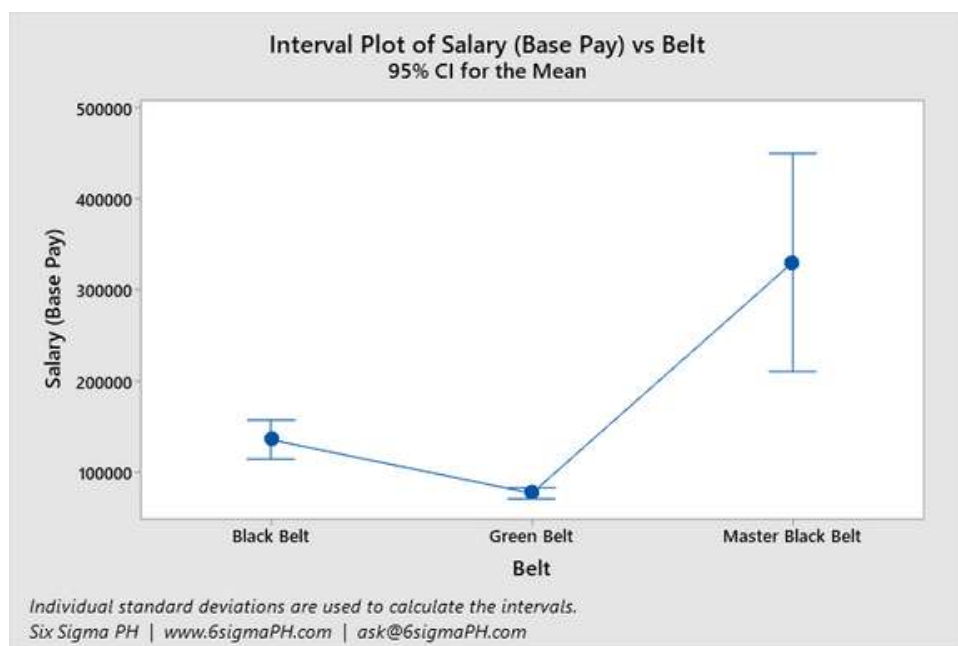
KEY INSIGHTS



KEY INSIGHTS



There is a significant difference between the average base pay of Six Sigma Green, Black, and Master Black Belts in PH.



P-Value = 0.000

2020

Average Base Pay Green Belt
P 77,325.00

Average Base Pay Black Belt
P 136,007.00

Average Base Pay Master Black Belt
P 330,375.00

KEY INSIGHTS

Comparing 2017 & 2020



Statistically, there is no significant difference between the average base pay of MBBs, Black Belts, and Green Belts between 2017 and 2020.

2017

2020



P 219,750.00

P 330,375.00

Lean Six Sigma
Master Black Belt

P-Value = 0.081

↑ 110,625.00 Php



P 121,458.00

P 139,622.00

Lean Six Sigma
Black Belt

P-Value = 0.291

↑ 18,164.00 Php



P 66,861.00

P 77,652.00

Lean Six Sigma
Green Belt

P-Value = 0.105

↑ 10,791.00 Php

KEY INSIGHTS



Lean Six Sigma
Black Belt

Significant Factors



The Base Pay of Black Belts in PH is significantly higher in Consulting & ITBPO Industries vs Education, Retail, Manufacturing, and Insurance & Pre-need Industries.



The Base Pay of Black Belts in PH is significantly higher in Senior Leadership & Middle Management levels vs those in Staff & Supervisor levels.



The base pay salary of Black Belts with 6-10 years of Six Sigma experience is significantly higher than those with only 1-2 and 3-5 years of experience.



Lean Six Sigma
Green Belt

Significant Factors



The Base Pay of Green Belts in PH is significantly higher in Finance & Healthcare Industries vs Aviation, ITBPO, Manufacturing, and Logistics Industries.



The Base Pay of Green Belts in PH working in regular schedule (Day shift) is significantly higher by P5,839 up to P41,598, vs those in shifting schedules (Night, Shifting).



The Base Pay of Green Belts in PH with job level of Staff is significantly lower than Supervisor, Middle Management, & Senior Leadership Levels.



The base pay salary of a Black Belt with 6-10 years of Six Sigma experience is significantly higher than those with only 1-2 and 3-5 years of experience.



MASTER BLACK BELT (MBB)





LEAN SIX SIGMA MASTER BLACK BELT (MBB)

How to Earn Certification:

1. Complete at least 10 Black Belt Projects as the Project Manager (not as a coach).
2. Coach at least 10 Green/ Black Belt DMAIC projects.
3. Must be mentored, assessed, and certified by at least 5 other practicing Master Black Belts (not honorary MBBs).
4. Complete Master Black Belt training program which includes Train the Trainer, Change Management, Project Deployment on top of Lean Six Sigma curriculum. Pass written and practical exams.

Very Important Note/s:

a) *Be cautious of Master Black Belt programs that do not meet all 4 items above.*

b) *Be highly suspicious of a Master Black Belt program that:*

1) *Is very cheap- too many pay-for-Lean-Six-Sigma-certifications have been sprouting left and right. If your goal is to get the required competencies, make sure to select a reputable learning provider. If you earn it the wrong way and get employed, your executives will find out based on the quality of your work.*

2) *Is taking new graduates, and non-Black Belts, non-experienced Black Belts (with at least 10 completed Black Belt projects) as its students.*

3) *The program only requires hypothetical projects, or a written academic paper about a theoretical Six Sigma project or Six Sigma deployment- Six Sigma is certification of application, not memorization of tools & definitely not academic writing.*

4) *Is being facilitated by non-MBB, or 'honorary', 'self-proclaimed', 'earned-by-certification-mill', and 'inexperienced' Master Black Belts. Like Karate where Six Sigma patterned its belt system, a Master Black Belt has spent years of experience as a Black Belt before earning his Master Black Belt certification. You cannot earn an MBB in one year, or in an instant like taking an online MBB elearning program and passing the exams.*

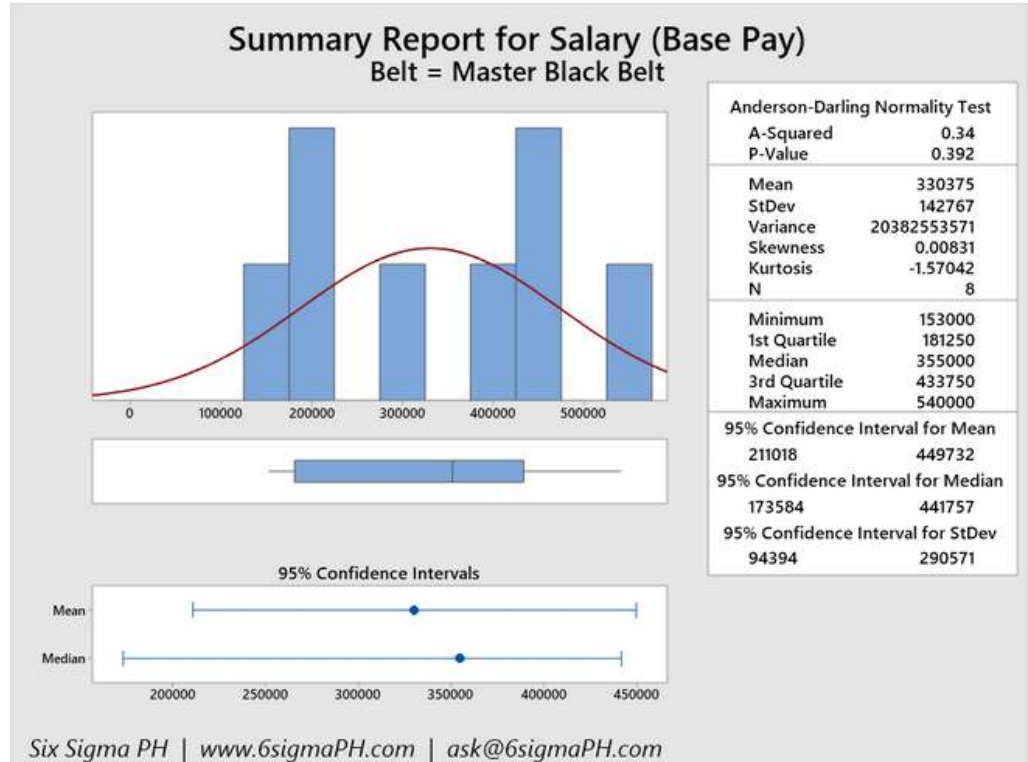
c) *At the time of writing, we think there is no reputable Master Black Belt certification provider in the Philippines. If you are interested, we recommend looking for a provider accredited by ISSSP (International Society of Six Sigma Professionals) in the USA, UK, Australia, Malaysia, & Singapore.*

ISSSP Website: <https://isssp.org/>



LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Data Summary



NOTE/S:

- Since the survey is constrained by small sample size of MBBs, the analysis will have to settle for less conclusive results.
- Confidence level at 95%, with margin of error of 119,356.00

The summary report shows that the average monthly base pay of a MBB in the Philippines is P330,375.00, and median value of P355,000.00.

Due to very small number of Certified Master Black Belts (MBBs) in the Philippines (many are foreigners), the data set has only 8 sample size. Other MBBs in the Philippines manage their own businesses, & hold senior level positions in companies not related in managing Lean Six Sigma initiatives.

Average
P 330,375.00

Median
P 355,000.00



LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Base Pay vs Industry

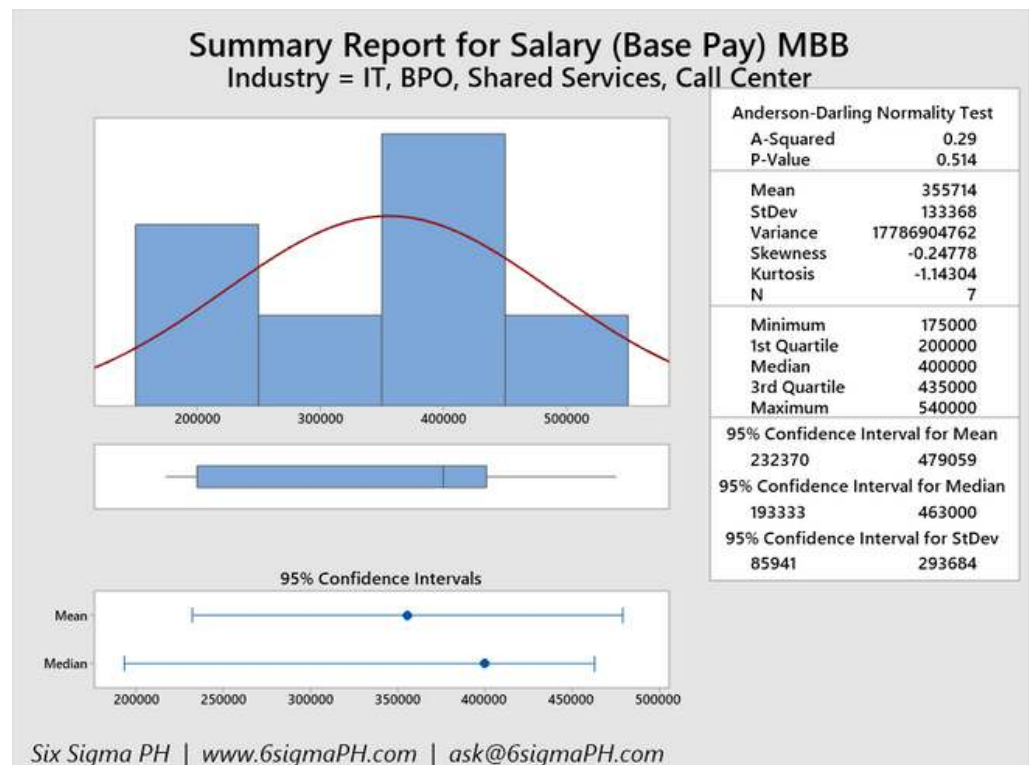


INSIGHT/S

Average salary of Master Black Belts in PH working in ITBPO, Shared Services, Call Center Industry is P355,714.00.

NOTE/S:

- Since the survey is constrained by small sample size of MBBs, the analysis will have to settle for less conclusive results.
- With a limited number of respondents, only 2 levels of industries are included: IT,BPO,Shared (7 data points) and Real Estate (1 data point).



Mean

IT, BPO, Shared Services, Call Center = P355,714.00

One Data Point

Real Estate = P153,000.00



LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Base Pay vs Location

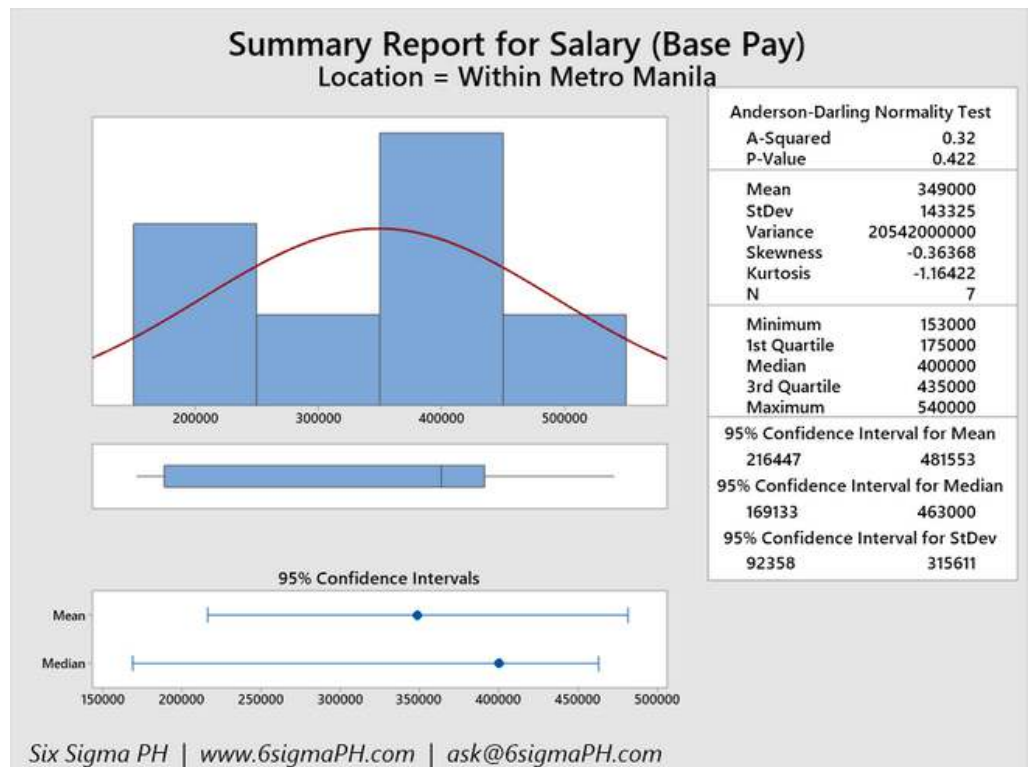


INSIGHT/S

Average base salary of Master Black Belts in PH working in Metro Manila is P349,000.00.

NOTE/S:

- Since the survey is constrained by small sample size of MBBs, the analysis will have to settle for less conclusive results.



Mean

Within Metro Manila = P349,000.00

One Data Point

Outside Metro Manila = P200,000.00



LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Base Pay vs Shift

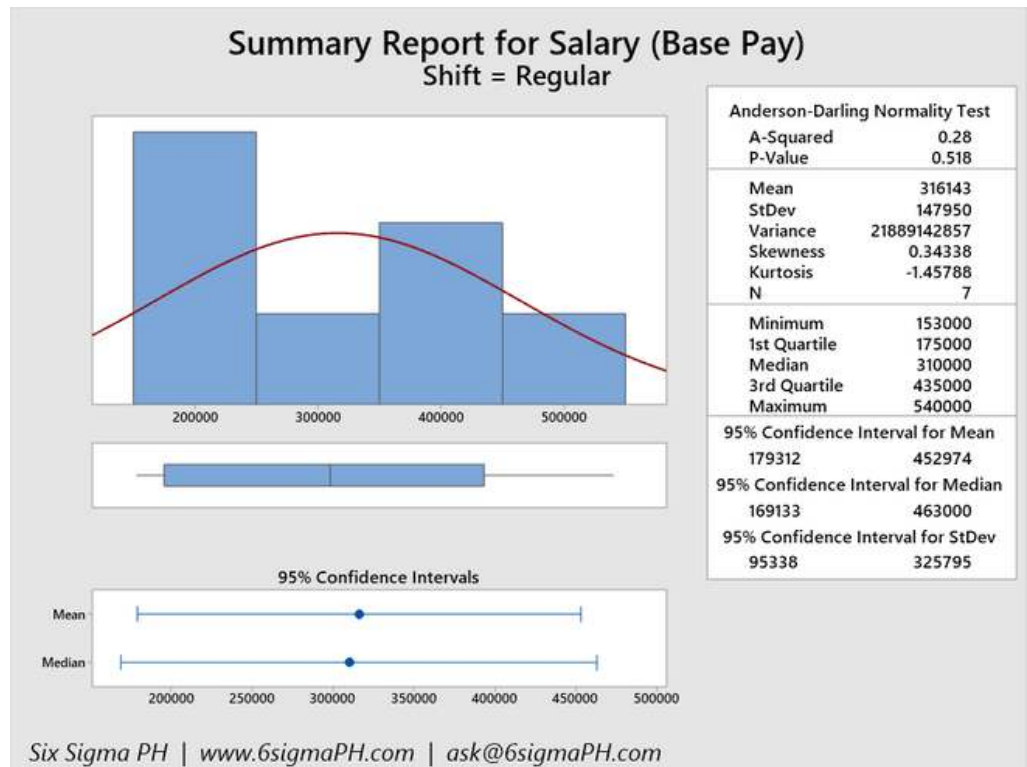


INSIGHT/S

Average base salary of Master Black Belts in PH working in regular shift is P316,143.00.

NOTE/S:

- Since the survey is constrained by small sample size of MBBs, the analysis will have to settle for less conclusive results.



Mean

Regular Shift (Morning) = P316,143.00

One Data Point

Shifting (night, & shifting) Schedule = P430,000.00



LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Base Pay vs Job Level

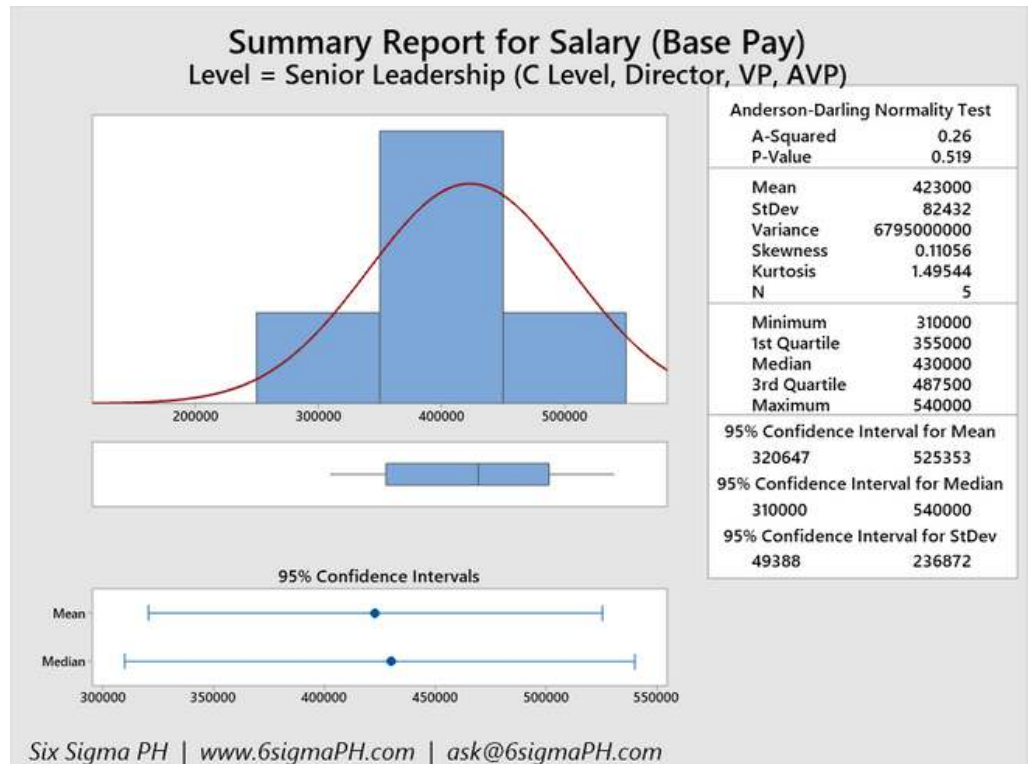


INSIGHT/S

The average base salary of Master Black Belts in PH with Job Level of Senior Leadership (C Levels) roles is P423,000. For Middle Management, the average is P176,000.00.

NOTE/S:

- Since the survey is constrained by small sample size of MBBs, the analysis will have to settle for less conclusive results.



Mean

Middle Management (n=3) = P176,000.00

Senior Leadership (n=5) = P423,000.00



LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Base Pay vs Number of Years of Six Sigma Experience



INSIGHT/S

The average base salary of Master Black Belts in PH with more than 16 years of experience is P426,667.00

NOTE/S:

- Since the survey is constrained by small sample size of MBBs, the analysis will have to settle for less conclusive results.

Mean

6-10 years of Six Sigma experience (n=2) = P187,500.00

11-15 years of Six Sigma experience (n=3) = P329,333.00

16 years and up of Six Sigma experience (n=3) = P426,667.00



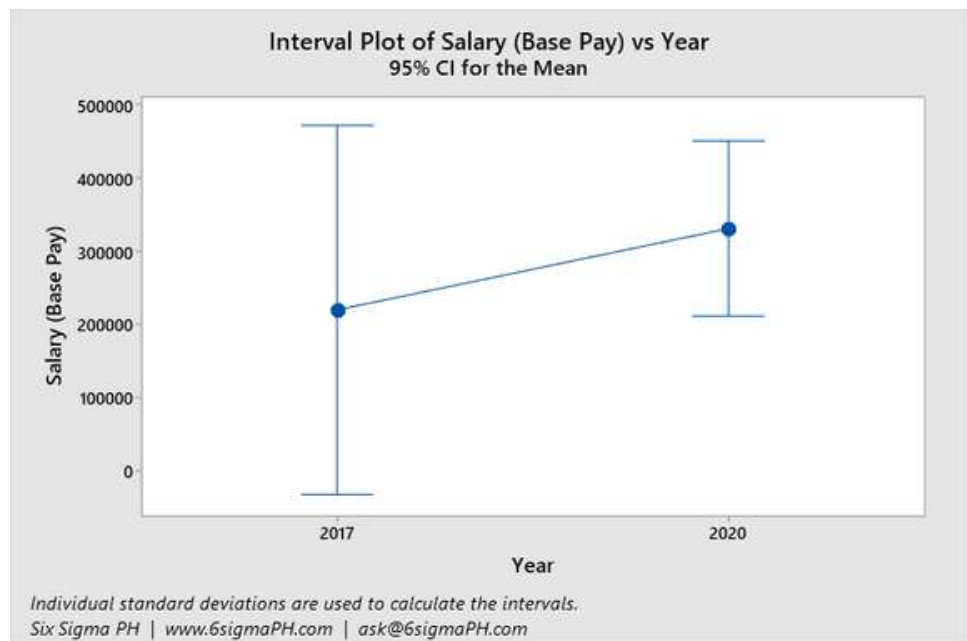
LEAN SIX SIGMA MASTER BLACK BELT (MBB)

Comparing Average Base pay between 2017 and 2020.



INSIGHT/S

There is no significant difference between the average salary of Master Black Belts working in PH between 2017 and 2020.



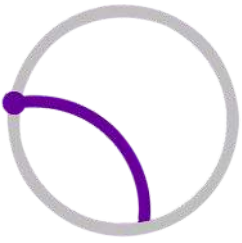
P-Value = 0.081

Average Master Black Belt Salary 2017

P 219,750.00

Average Master Black Belt Salary 2020

P 330,375.00



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Facilitated by Design Sprint Master, Arthur Flores Jr. "The Sprint King"



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#TheChangeMakers

#LegitInnovatorx



SIX SIGMA BLACK BELT





LEAN SIX SIGMA BLACK BELT (CSSBB)

How to Earn Certification:

1. Attend minimum of 12 training days.
2. Pass written and practical exams.
3. Lead and Manage (as the Project Manager, not as a team member or coach), and successfully complete at least 1 actual Black Belt project. (Not hypothetical case studies, or written academic paper).

Very Important Note/s:

Be cautious of Black Belt programs that do not meet all 3 items above.

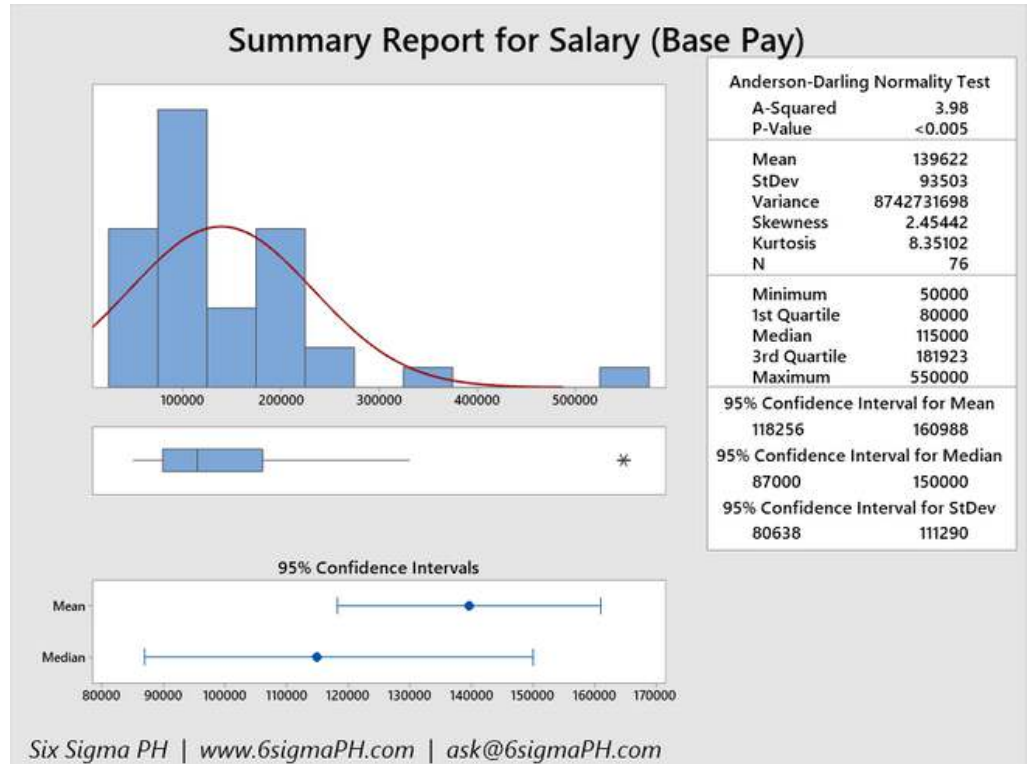
Be highly suspicious of Black Belt programs that:

- 1) Is very cheap- too many pay-for-Lean-Six-Sigma-certifications have been sprouting left and right. If your goal is to get the required competencies, make sure to select a reputable learning provider. If you earn it the wrong way and get employed, your executives will find out based on the quality of your work.*
- 2) Is short (less than 12 days)- the minimum required competencies may be not learned in less than 12 days.*
- 3) The program only requires hypothetical projects, or a written academic paper about a theoretical Six Sigma project or Six Sigma deployment- Six Sigma is a certification of application, not memorization of tools & academic writing.*
- 4) Is being facilitated by non-MBB, or 'honorary', 'self-proclaimed', 'earned-by-certification-mill', and 'inexperienced' Master Black Belts. Like Karate where Six Sigma patterned its belt system, a Master Black Belt has spent years of experience as a Black Belt before earning his Master Black Belt certification. You cannot earn an MBB in one year, or in an instant like taking an online MBB elearning program and passing the exams.*



LEAN SIX SIGMA BLACK BELT (CSSBB)

Data Summary



NOTE/S:

- Confidence level at 95%, with margin of error of 21,366.40

The summary report shows that the average monthly base pay salary of a Black Belt in the Philippines is P139,622.00, and median value of P115,000.00.

The salary data points are spread out over a large range of values, with standard deviation of P93,503.00.

Average

P 139,622.00

Median

P 115,000.00



LEAN SIX SIGMA BLACK BELT (CSSBB)

Base Pay vs Industry

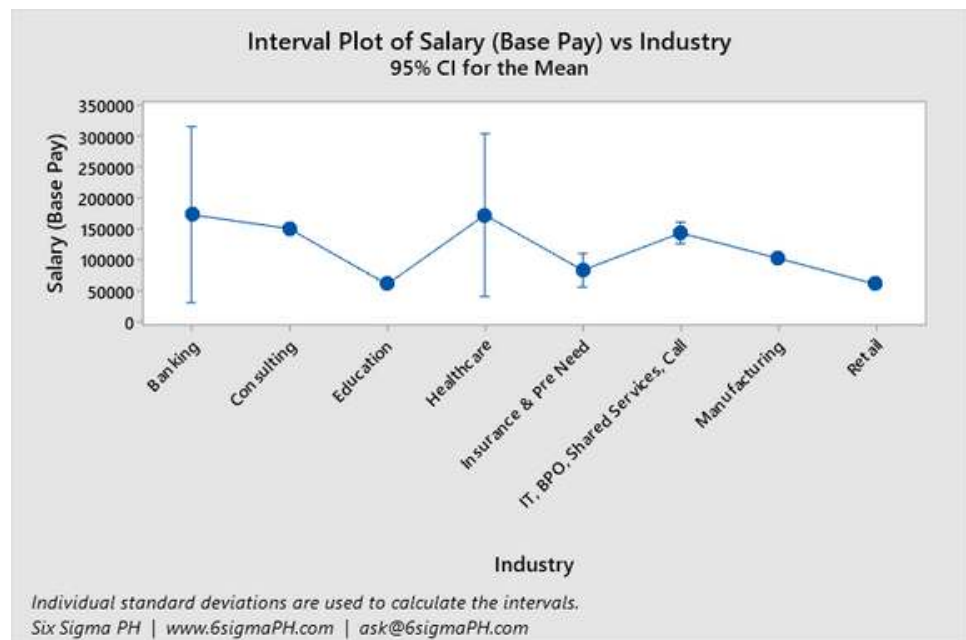


INSIGHT/S

The Base Pay of Black Belts in PH is significantly higher in Consulting & ITBPO Industries vs Education, Retail, Manufacturing, and Insurance & Pre-need Industries.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.000

Means

Banking = P173,000.00

Consulting = P150,500.00

Education = P60,500.00

Healthcare = P172,583.00

Insurance & Pre-Need = P83,333.00

IT, BPO, Shared Services, Call Center = P143,430.00

Manufacturing = P102,500.00

Retail = P60,500.00



LEAN SIX SIGMA BLACK BELT (CSSBB)

Base Pay vs Location

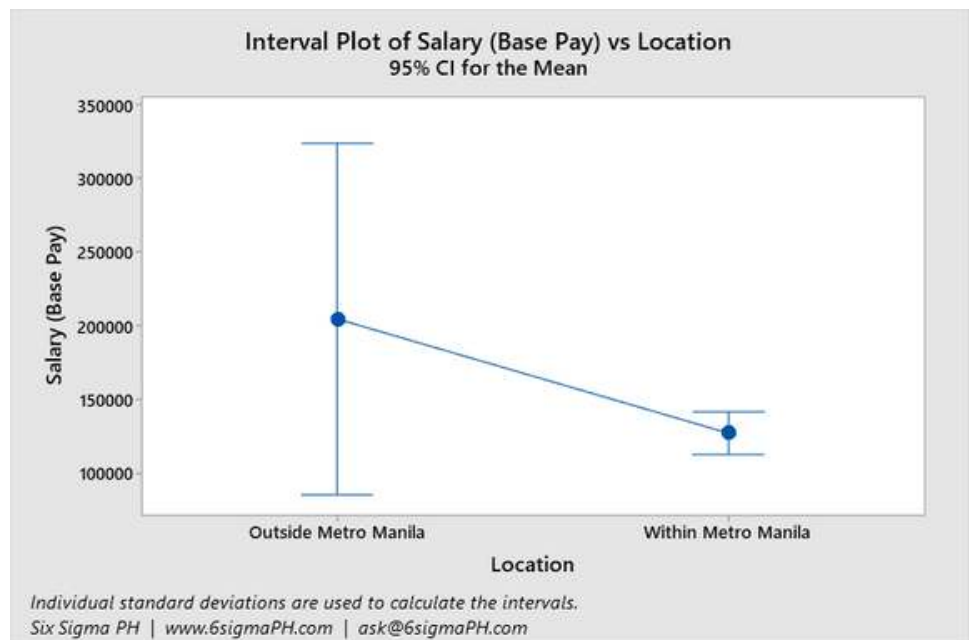


INSIGHT/S

There is no significant difference between the base salary of Black Belts in PH working in Metro Manila vs Outside Metro Manila.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.183

Means

Within Metro Manila = P127,403.00

Outside Metro Manila = P204,792.00



LEAN SIX SIGMA BLACK BELT (CSSBB)

Base Pay vs Shift

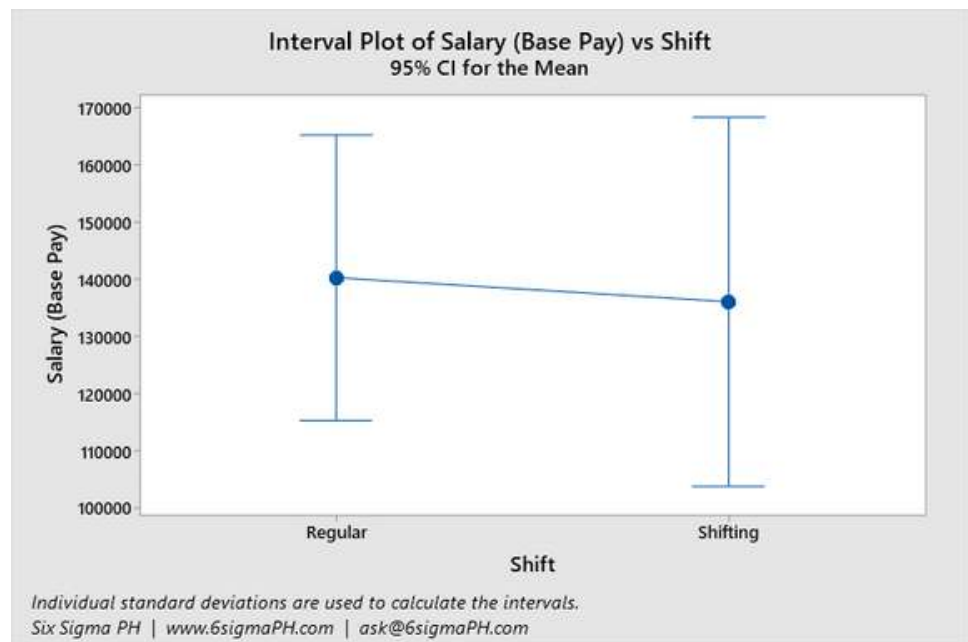


INSIGHT/S

There is no significant difference between the base salary of Black Belts working in a regular shift (day shift) vs Shifting (night, shifting) schedules.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.829

Means

Regular schedule = P140,285.00

Shifting schedule = P136,083.00



LEAN SIX SIGMA BLACK BELT (CSSBB)

Base Pay vs Job Level

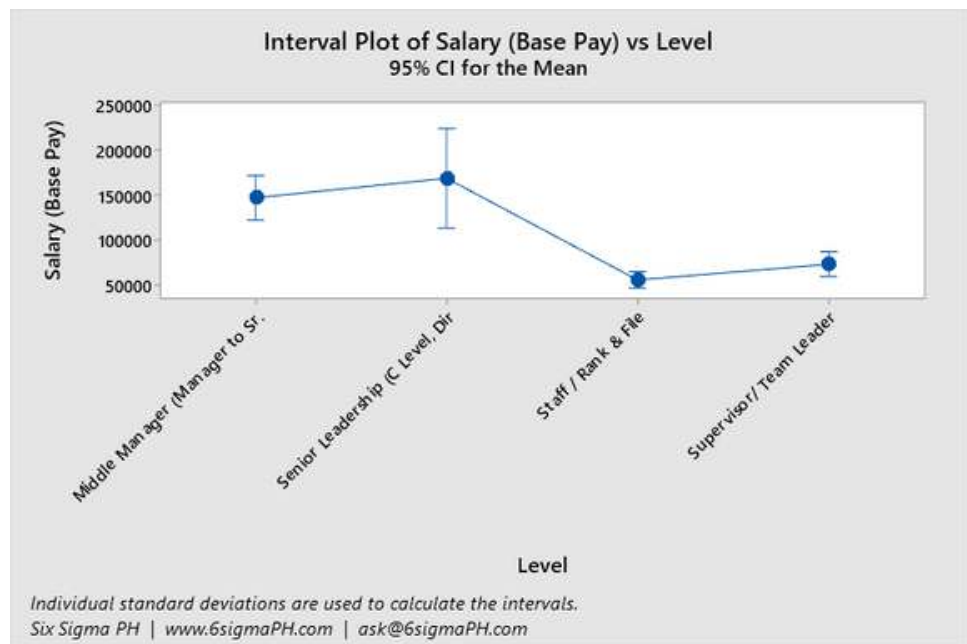


INSIGHT/S

The Base Pay of Black Belts in PH is significantly higher for those in Senior Leadership & Middle Management levels vs those in Staff & Supervisor Levels.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.000

Means

Staff/ Rank & File = P55,000.00

Supervisor/ Team Leader = P72,500.00

Middle Manager (Manager to Sr. Manager) = P146,633.00

Senior Leadership (C Level, Director, VP, AVP) = P168,333.00



LEAN SIX SIGMA BLACK BELT (CSSBB)

Base Pay vs Number of Years of Six Sigma Experience

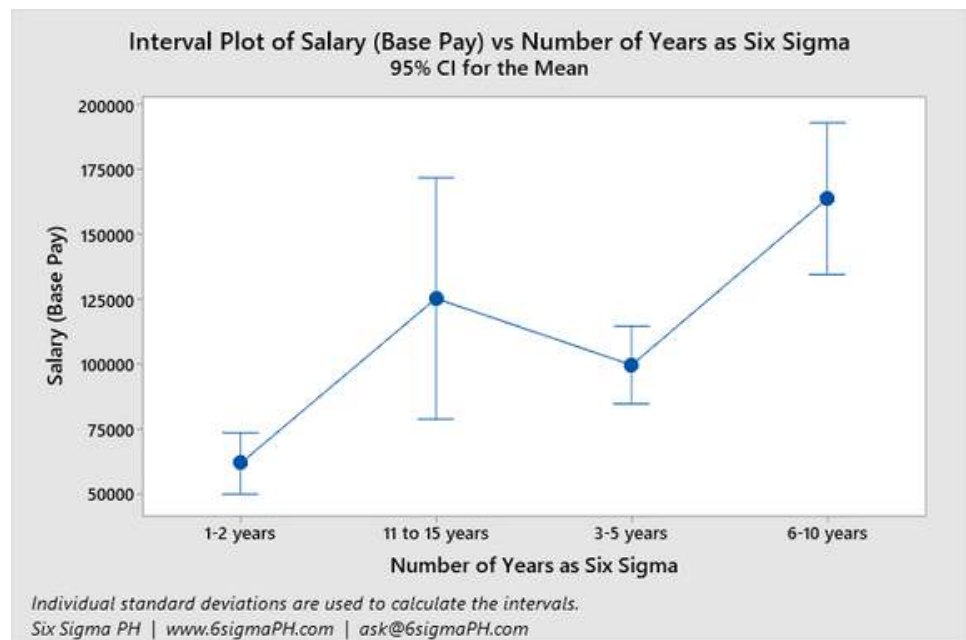


INSIGHT/S

The base pay salary of Black Belts with 6-10 years of Six Sigma experience is significantly higher than those with only 1-2 and 3-5 years of experience.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.000

Means

1-2 years = P61,833.00

3-5 years = P99,682.00

6-10 years = P173,783.00

11 -15 years = P125,250.00



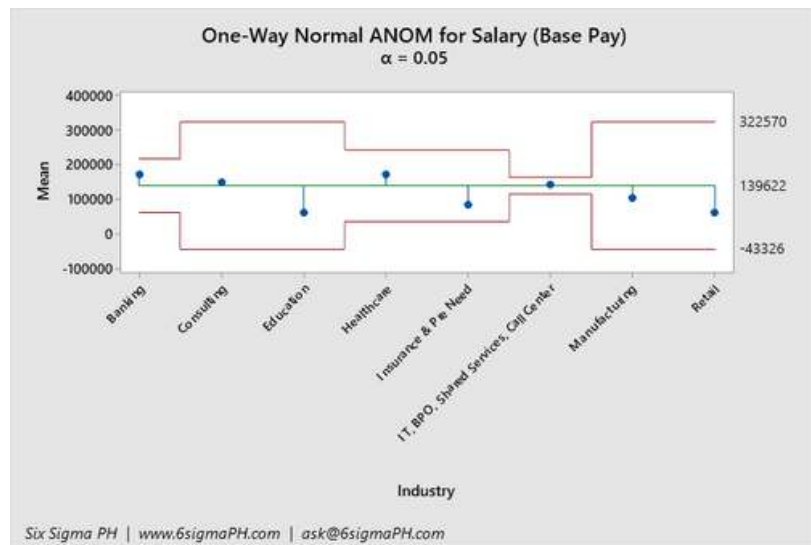
LEAN SIX SIGMA BLACK BELT (CSSBB)

Comparing Average by Industry vs Overall Average



INSIGHT/S

There is no significant difference between the average base pay by industry vs the overall average.

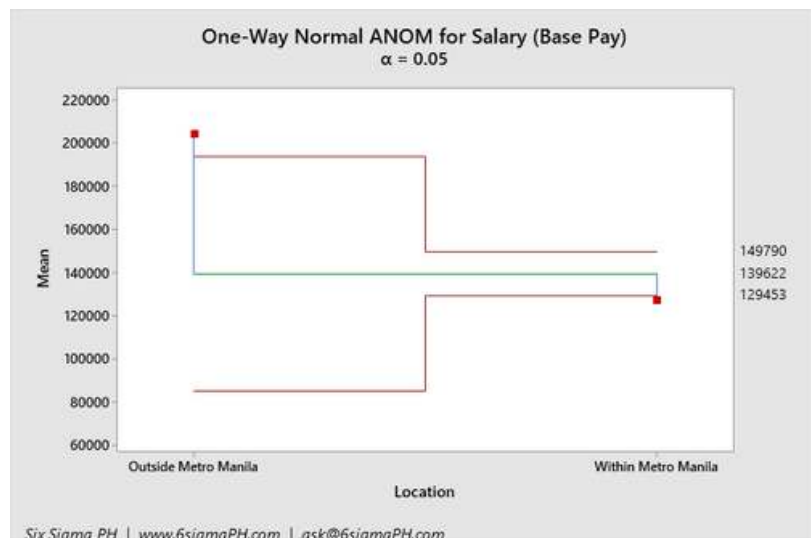


Comparing Average by Location vs Overall Average



INSIGHT/S

The average base pay of Black Belts residing outside Metro Manila is significantly higher, and for within Metro Manila significantly lower, vs the overall average.





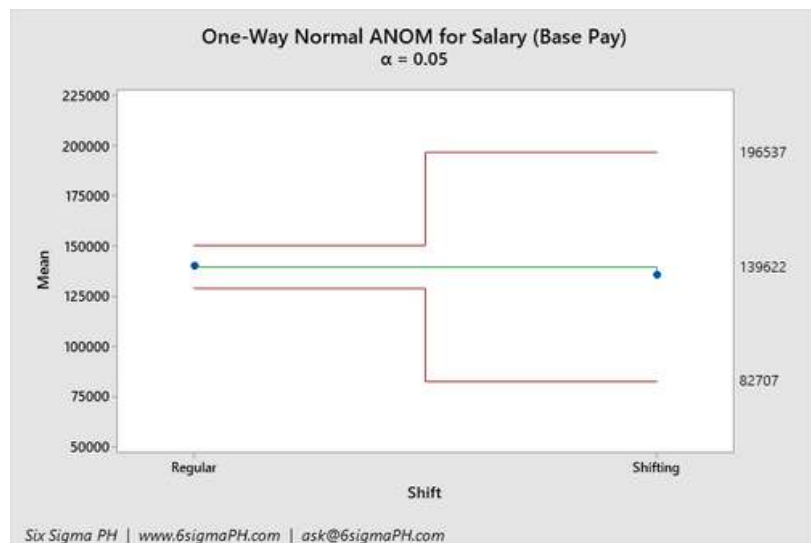
LEAN SIX SIGMA BLACK BELT (CSSBB)

Comparing Average by Shift Type vs Overall Average



INSIGHT/S

There is no significant difference between the average base pay by shift schedule vs the overall average.

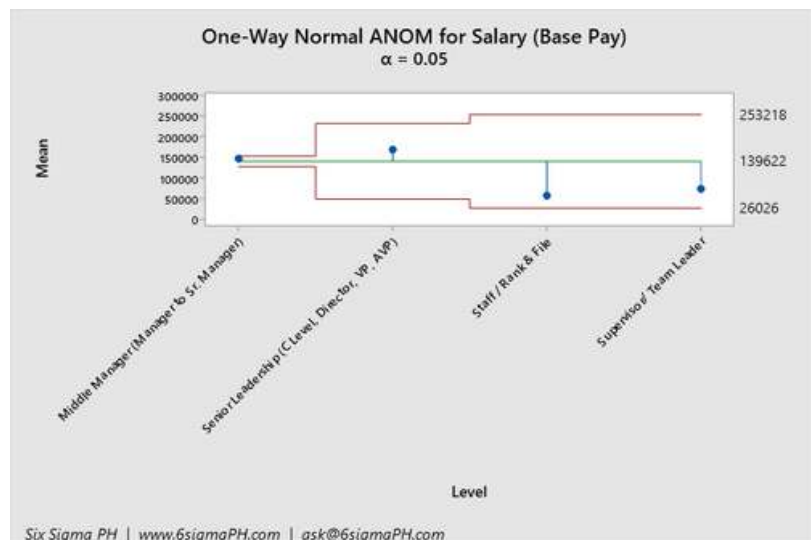


Comparing Average by Job Level vs Overall Average



INSIGHT/S

There is no significant difference between the average base pay by job level vs the overall average.





LEAN SIX SIGMA BLACK BELT (CSSBB)

Comparing Average by No. of Years of Experience vs Overall Average



INSIGHT/S

The average base pay salary of Black Belts with 6-10 years of experience in Six Sigma is significantly higher than the overall average salary.





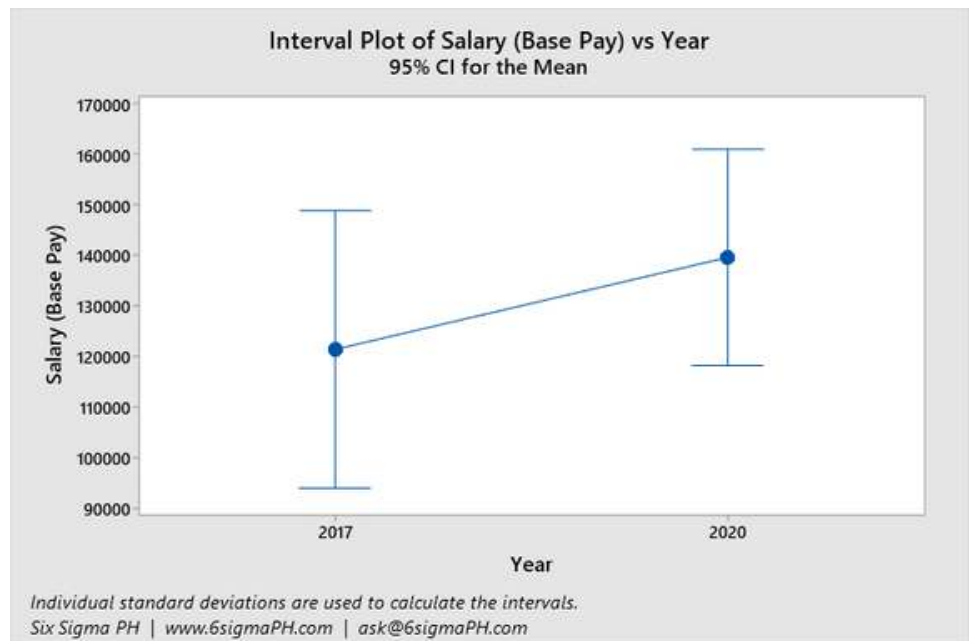
LEAN SIX SIGMA BLACK BELT (CSSBB)

Comparing Average Base pay between 2020 & 2017



INSIGHT/S

There is no significant difference between the average salary of Black Belts working in PH between 2017 and 2020.



P-Value = 0.291

Average Black Belt Salary 2017

P 121,458.00

Average Black Belt Salary 2020

P 139,622.00



PASSION TO CHALLENGE THE CONVENTIONAL

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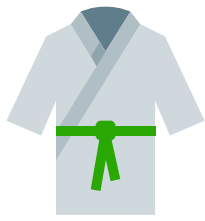
For interested applicants, you can email your CV at **careers.ph@accenture.com** (Subject Title: Six Sigma PH - <Full Name>) and talk directly to our recruiters.





SIX SIGMA GREEN BELT





LEAN SIX SIGMA GREEN BELT (CSSGB)

How to Earn Certification:

1. Attend minimum of 4 training days.
2. Pass written and practical exams.
3. Lead and Manage (as the Project Manager, not as a team member or coach), and successfully complete at least 1 actual Green Belt project. (Not hypothetical case studies, or written academic paper).

Very Important Note/s:

Be cautious of Green Belt programs that do not meet all 3 items above.

Be highly suspicious of a Green Belt programs that:

1) Is very cheap- too many pay-for-Lean-Six-Sigma-certifications have been sprouting left and right. If your goal is to get the required competencies, make sure to select a reputable learning provider. If you earn it the wrong way and get employed, your executives will find out based on the quality of your work.

2) Is short (less than 4 days)- the minimum required competencies may be not learned in less than 4 days.

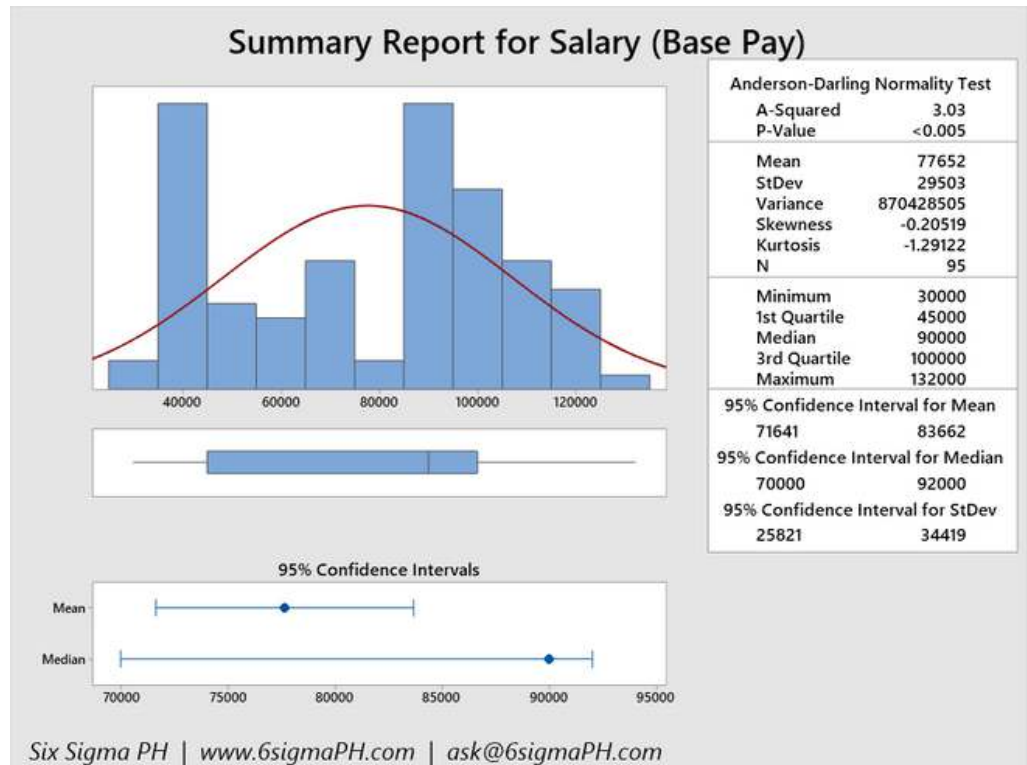
3) The program only requires hypothetical projects, or a written academic paper about a theoretical Six Sigma project or Six Sigma deployment- Six Sigma is a certification of application, not memorization of tools & academic writing.

4) Is being facilitated by a non-MBB, or 'honorary', 'self-proclaimed', 'earned-by-certification-mill', and 'inexperienced' Master Black Belts. Like Karate where Six Sigma patterned its belt system, a Master Black Belt has spent years of experience as a Black Belt before earning his Master Black Belt certification. You cannot earn an MBB in one year, or in an instant like taking an online MBB elearning program and passing the exams.



LEAN SIX SIGMA GREEN BELT (CSSGB)

Data Summary



NOTE/S:

- Confidence level at 95%, with margin of error of 6,010.07.

The summary report shows that the average monthly base pay salary of a Green Belt in the Philippines is P77,652.00, and median value of P90,000.00.

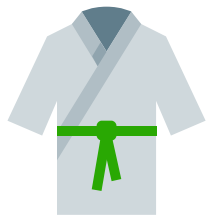
The standard deviation is P29,503.00.

Average

P 77,652.00

Median

P 90,000.00



LEAN SIX SIGMA GREEN BELT (CSSGB)

Base Pay vs Industry

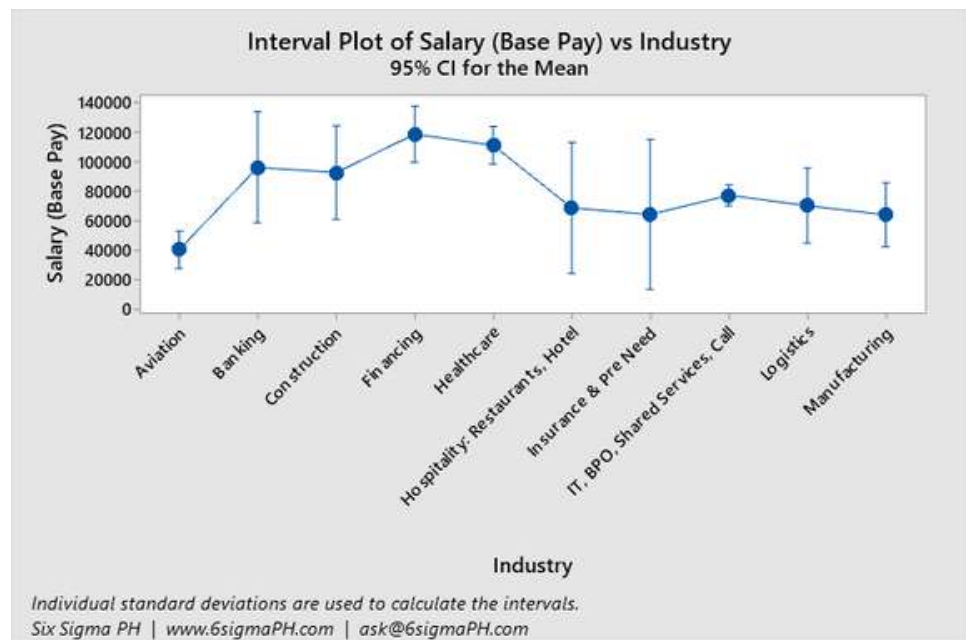


INSIGHT/S

The Base Pay of Green Belts in PH is significantly higher in Financing & Healthcare Industries vs Aviation, ITBPO, Manufacturing, and Logistics Industries.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.000

Means

Aviation = P40,000.00

Banking = P95,976.00

Construction = P92,500.00

Financing = P118,500.00

Healthcare = P111,000.00

Hospitality: restuarants, Hotels = P68,500.00

Insurance & Pre Need = P64,000.00

IT, BPO, Shared Services, Call Center = P77,045.00

Logistics = P70,000.00

Manufacturing = P63,750.00



LEAN SIX SIGMA GREEN BELT (CSSGB)

Base Pay vs Location

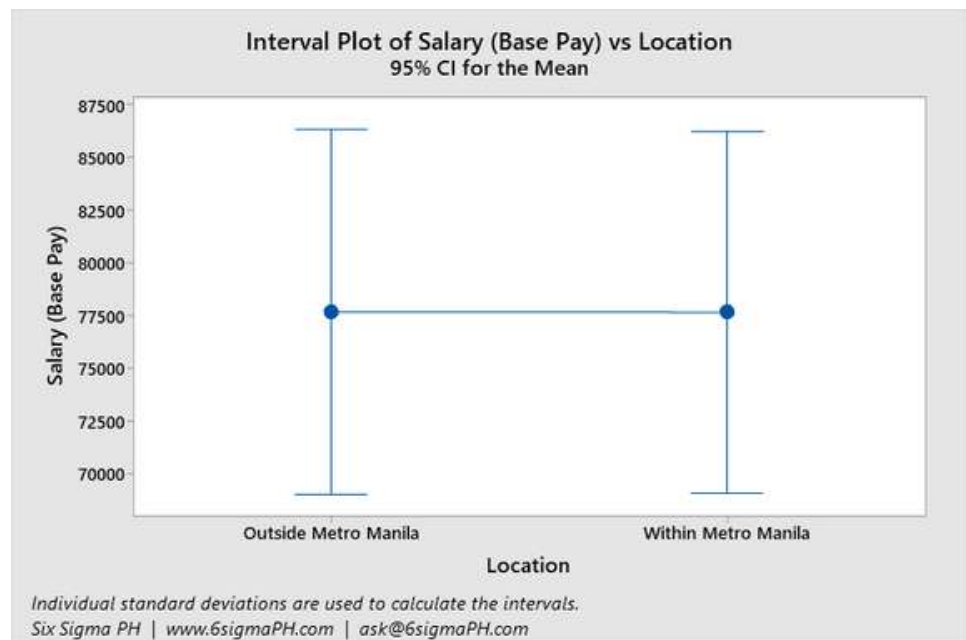


INSIGHT/S

There is no significant difference between the Base Pay of Green Belts in PH working in Metro Manila vs Outside Metro Manila.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.998

Means

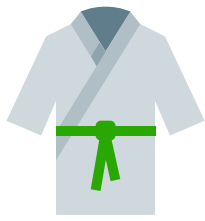
Outside Metro Manila = P77,660.00

Within Metro Manila = P77,645.00

Standard Deviation

Outside Metro Manila = P27,322.00

Within Metro Manila = P31,311.00



LEAN SIX SIGMA GREEN BELT (CSSGB)

Base Pay vs Shift

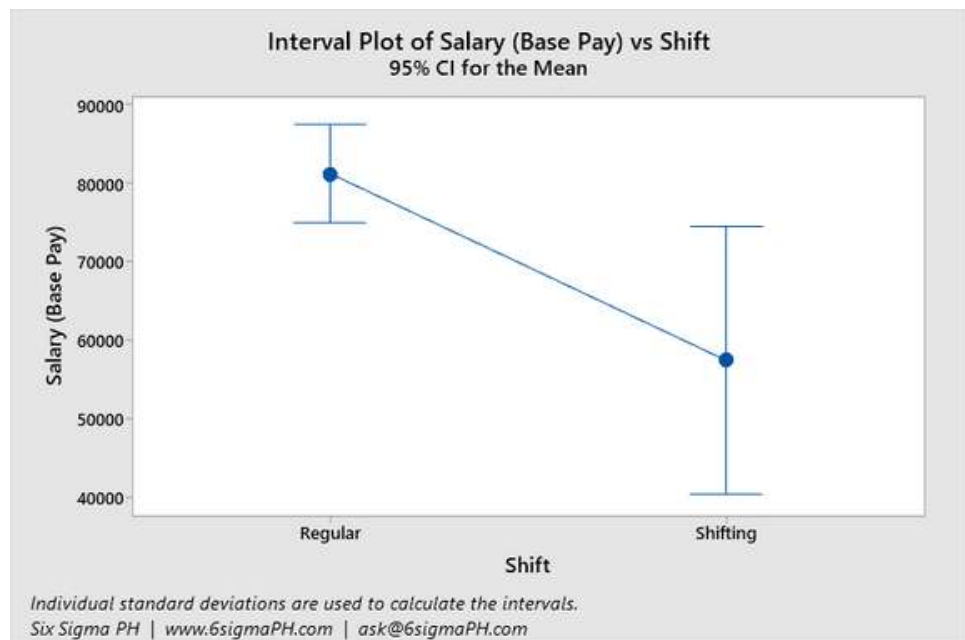


INSIGHT/S

The Base Pay of Green Belts in PH working in Regular Schedule (Day shift) is significantly higher by P5,839 up to P41,598, vs those in Shifting Schedules (Night, Shifting).

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.012

95% CI for Difference

(5839, 41598)

Means

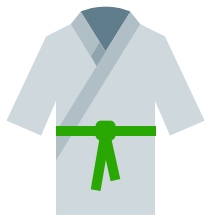
Regular = P81,147.00

Shifting = P57,429.00

Standard Deviation

Regular = P28,246.00

Shifting = P29,453.00



LEAN SIX SIGMA GREEN BELT (CSSGB)

Base Pay vs Job Level

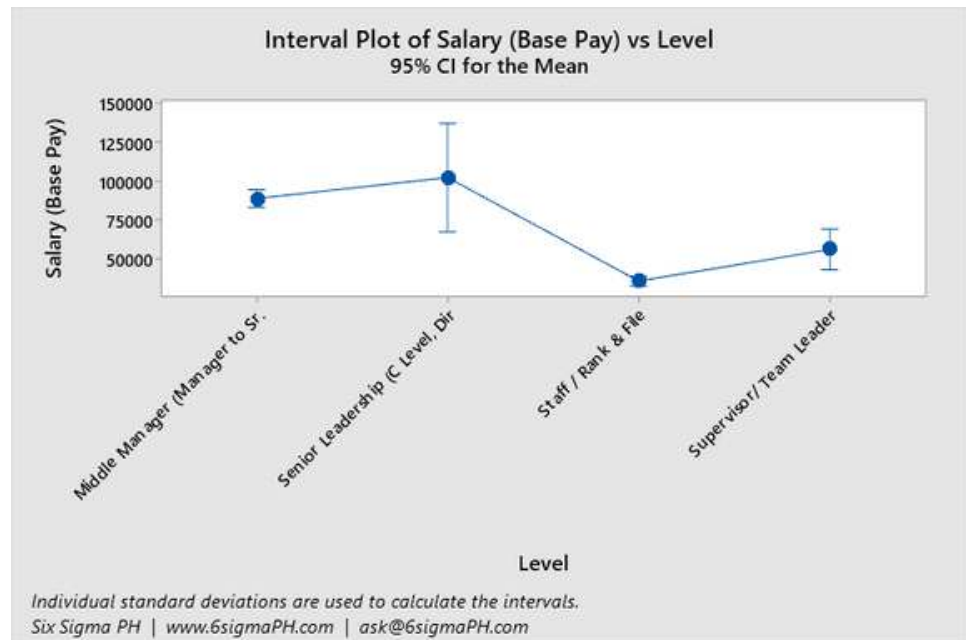


INSIGHT/S

The Base Pay of Green Belts in PH with job level of Staff is significantly lower than Supervisor, Middle Management, & Senior Leadership Levels.

NOTE/S:

- Equal variances were not assumed for the analysis.
- Green Belts in Supervisor Level is significantly higher than staff level, but significantly lower than middle management level.



P-Value = 0.000

Means

Staff/ Rank & File = P35,250.00

Supervisor/ Team Leader = P55,650.00

Middle Manager (Manager to Sr. Manager) = P88,475.00

Senior Leadership (C Level, Director, VP, AVP) = P102,000.00

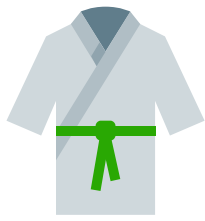
Standard Deviation

Staff/ Rank & File = P3,845.00

Supervisor/ Team Leader = P27,889.00

Middle Manager (Manager to Sr. Manager) = P22,604.00

Senior Leadership (C Level, Director, VP, AVP) = P21,939.00



LEAN SIX SIGMA GREEN BELT (CSSGB)

Base Pay vs Number of Years of Six Sigma Experience

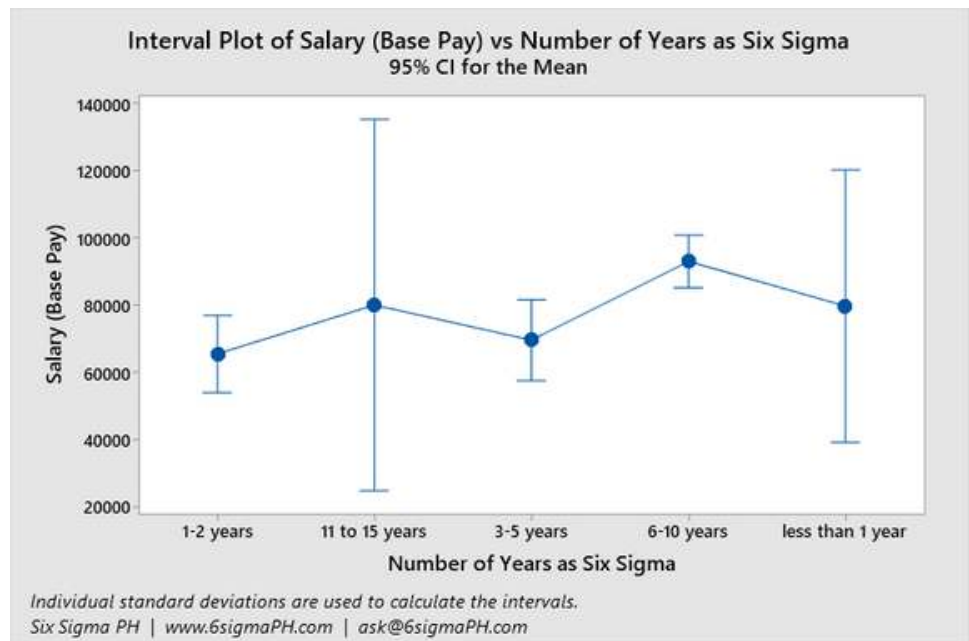


INSIGHT/S

The base pay salary of a Black Belt with 6-10 years of Six Sigma experience is significantly higher than those with only 1-2 and 3-5 years of experience.

NOTE/S:

- Equal variances were not assumed for the analysis.



P-Value = 0.013

Means

Less than 1 year = P79,667.00

1-2 years = P65,494.00

3-5 years = P69,577.00

6-10 years = P92,941.00

11 -15 years = P80,000.00

Standard Deviation

Less than 1 year = P38,547.00

1-2 years = P28,309.00

3-5 years = P29,728.00

6-10 years = P21,911.00

11 -15 years = P34,641.00



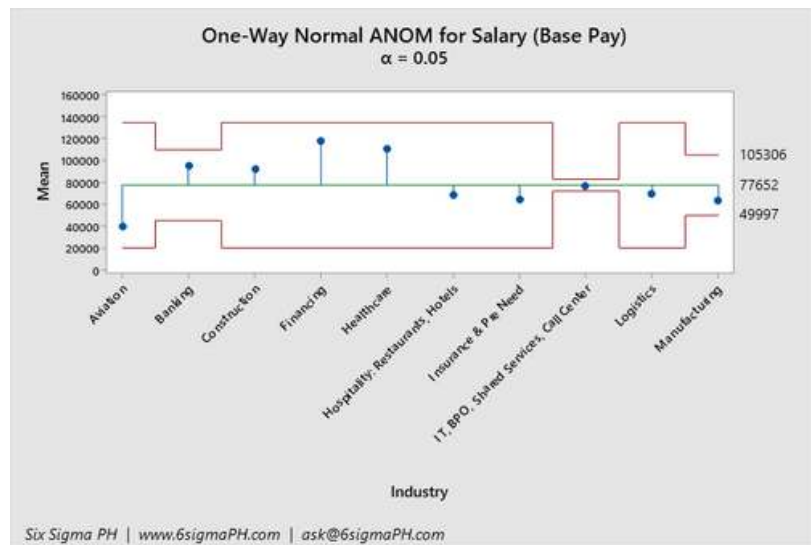
LEAN SIX SIGMA GREEN BELT (CSSGB)

Comparing Average by Industry vs Overall Average



INSIGHT/S

There is no significant difference between the average base pay by industry vs the overall average.

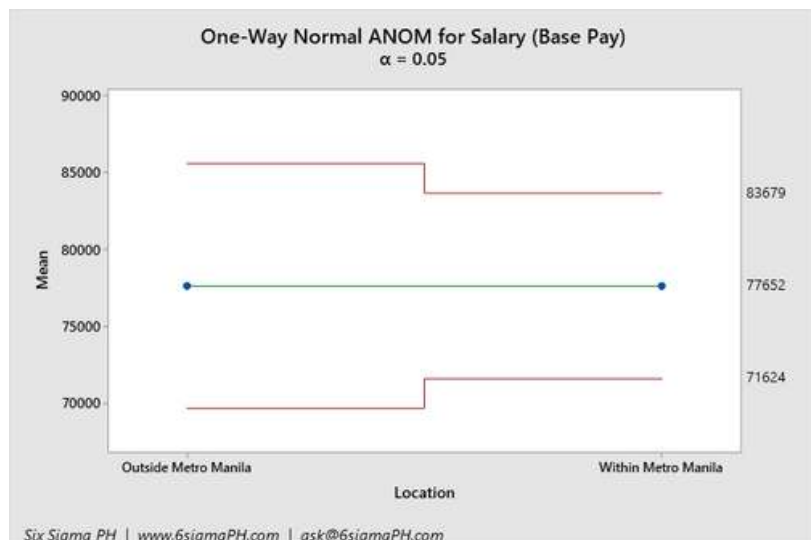


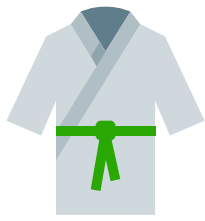
Comparing Average by Location vs Overall Average



INSIGHT/S

There is no significant difference between the average base pay by location vs the overall average.





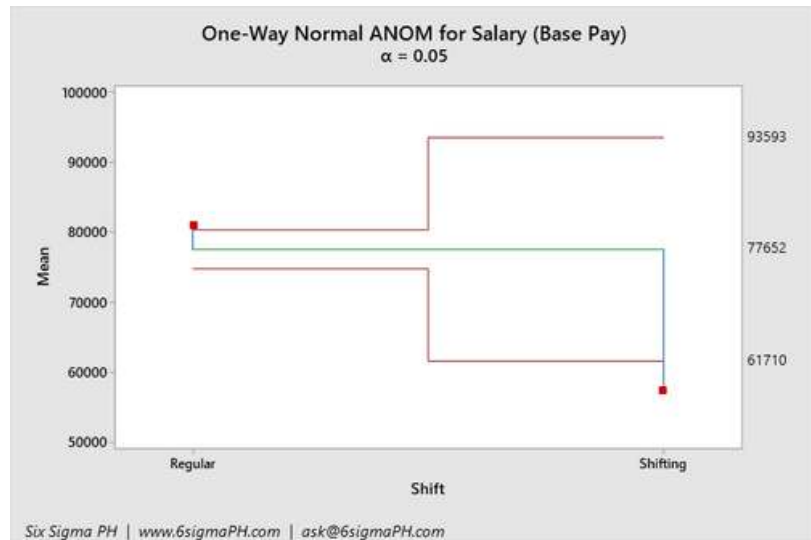
LEAN SIX SIGMA GREEN BELT (CSSGB)

Comparing Average by Shift Type vs Overall Average



INSIGHT/S

The average base pay of Regular shift is significantly higher, and for shifting significantly lower, vs the overall average.

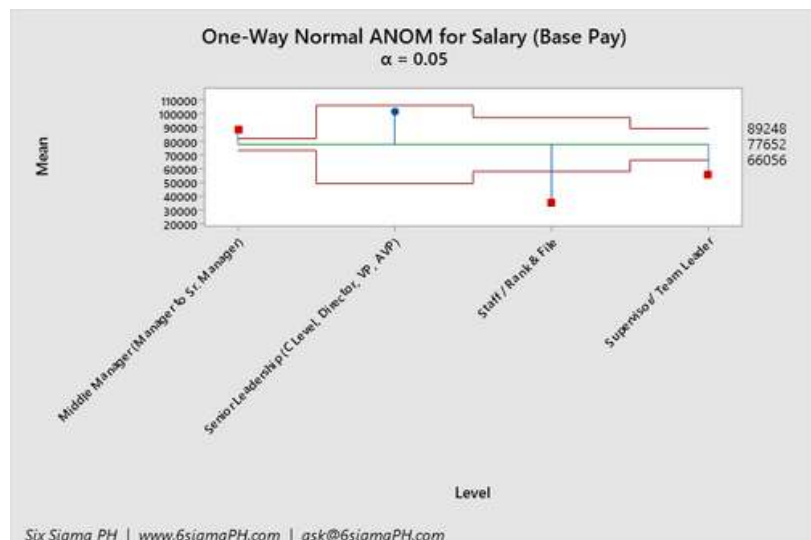


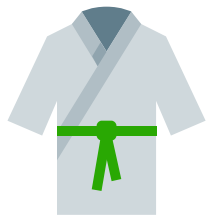
Comparing Average by Job Level vs Overall Average



INSIGHT/S

The average base pay of Green Belts holding Middle Management level is significantly higher, and for Staff and Supervisory level significantly lower, vs the overall average.





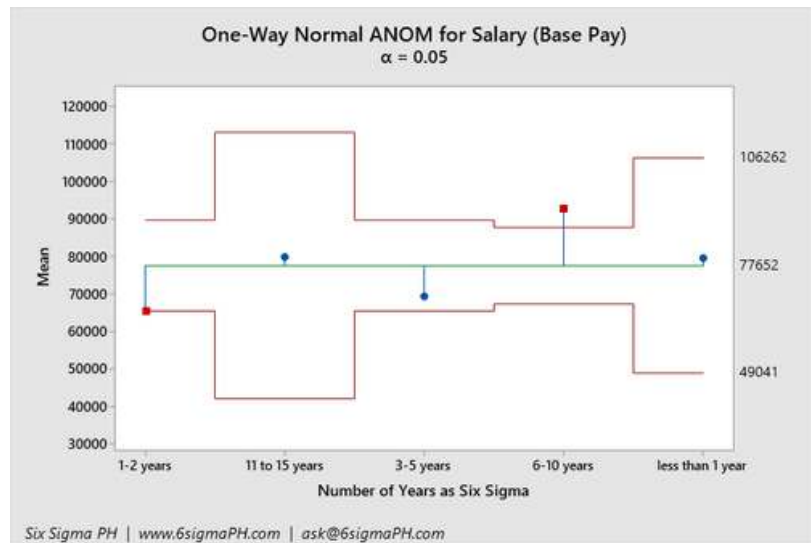
LEAN SIX SIGMA GREEN BELT (CSSGB)

Comparing Average by No. of Years of Experience vs Overall Average



INSIGHT/S

The average base pay with 1-2 years of experience is significantly lower, and significantly higher for those with 6-10 years of experience, vs the overall average.





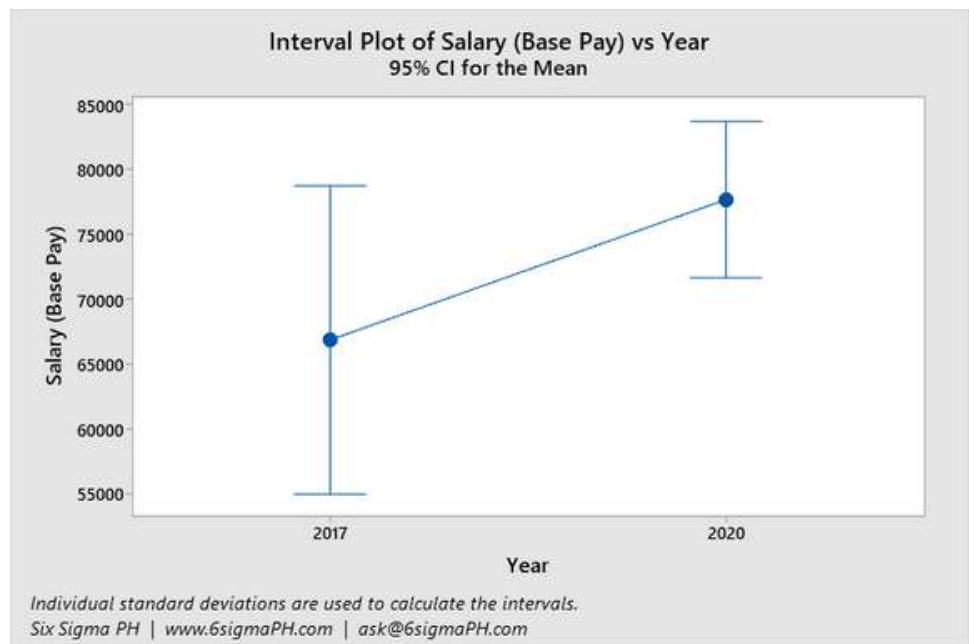
LEAN SIX SIGMA GREEN BELT (CSSGB)

Comparing Average Base pay between 2020 & 2017



INSIGHT/S

There is no significant difference between the average salary of Green Belts working in PH between 2017 and 2020.



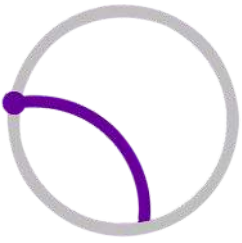
P-Value = 0.105

Average Green Belt Salary 2017

P 66,861.00

Average Green Belt Salary 2020

P 77,652.00



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SIX SIGMA YELLOW BELT





LEAN SIX SIGMA YELLOW BELT (CSSYB)

How to Earn Certification:

1. Attend minimum of 1 training day.
2. Pass written and practical exams.

Very Important Note/s:

Be cautious of Yellow Belt programs that do not meet all 2 items above.

Be highly suspicious of Yellow Belt programs that:

1) Is very cheap- too many pay-for-Lean-Six-Sigma-certifications have been sprouting left and right. If your goal is to get the required competencies, make sure to select a reputable learning provider. If you earn it the wrong way and get employed, your executives will find out based on the quality of your work.

2) Is being facilitated by a non-MBB, or 'honorary', 'self-proclaimed', 'earned-by-certification-mill', and 'inexperienced' Master Black Belts. Like Karate where Six Sigma patterned its belt system, a Master Black Belt has spent years of experience as a Black Belt before earning his Master Black Belt certification. You cannot earn an MBB in one year, or in an instant like taking an online MBB elearning program and passing the exams.



LEAN SIX SIGMA YELLOW BELT (CSSYB)

Data Summary

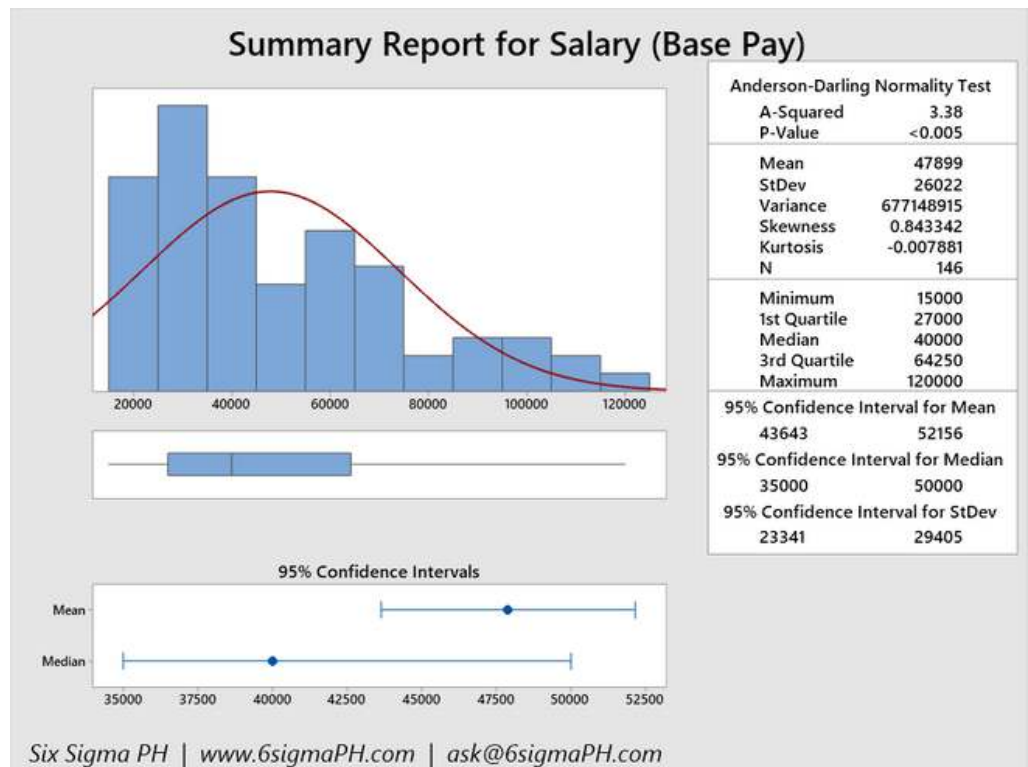


INSIGHT/S

The average base pay of persons who attended a Yellow Belt program is **P47,899.00** (Please read notes below).

NOTE/S:

- As the first belt level, the Yellow Belt training is an overview of Lean Six Sigma designed for everyone in an organization. Companies do not hire Yellow Belts as full-time resource, therefore, the statistics displayed here only illustrates the salaries of persons who attended a Lean Six Sigma Yellow Belt program.



NOTE/S:

- Confidence level at 95%, with margin of error of 4,256.50

Average

P 47,899.00

Median

P 40,000.00



PROGRAM OUTLINES



"The Six Sigma Guy's"

LEAN SIX SIGMA YELLOW BELT CERTIFICATION WORKSHOP



**AN EXPERIENTIAL LEARNING PROGRAM |
1 DAY | CLASSROOM OR INSTRUCTOR-LED VIRTUAL PROGRAM**

Recommended for

- Everyone.

Description

- This program is an intensive and hands-on game-simulation, designed by "The Six Sigma Guy", using Lean Six Sigma process improvement toolbox.
- It is a one-day group experiential learning exercise that comes as close as you can get to a real life process improvement experience.
- It's fun, hands-on, fast-paced, and is consistently being rated by participants as one of their most valuable training experiences.

What to Expect

- This workshop is not for those looking to sit back and listen to theory. You should come prepared to work hard with others in a collaborative, time-boxed, result-driven environment.
- Participants learn in bite-sized pieces, and immediately apply the tools to reach the objectives of the game-simulation.
- On the optional 2nd day, participants apply the process improvement tools learn on the 1st day with actual work processes, making the learning program more effective and relatable.

Key Takeaways

- Understand the language of Lean Six Sigma, its methodology and tools.
- Have a working knowledge of the process improvement tools and when to apply them.
- Learn how to remove non-value added activities in their work processes.
- Experience how to overcome the barriers between managers and employees.
- Discover how imprecise, ambiguous information may stall continuous improvement.
- Learn how to analyze data and identify areas for improvement.
- Realize the dramatic improvements that come with paying attention to customers and measuring and analyzing core processes.
- Construct and analyze SIPOC diagram, Current-state Value Stream Maps, Qualitative Analysis, Sigma Calculation, Pareto Chart, Process Capability, Project Charter, Control Chart.

56 | PHILIPPINE SIX SIGMA SALARY SURVEY 2021

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"The Six Sigma Guy's"

LEAN SIX SIGMA GREEN BELT CERTIFICATION WORKSHOP

FOR SERVICE INDUSTRY

5 DAYS, OR 4 DAY ACCELERATED
CLASSROOM OR INSTRUCTOR-LED VIRTUAL PROGRAM

Recommended for

- Business owners, CEO/Presidents, Managing Directors, GMs, Senior Level Leaders, Managers, Supervisors, and those practicing continuous improvement within their organizations.

• EVERYTHING INCLUDED IN THE YELLOW BELT WORKSHOP

INTRODUCTION

- Six Sigma Certification
- What is Six Sigma
- History of Six Sigma
- Six Sigma Methodologies
- Six Sigma Roles & Responsibilities

DEFINE

- Purpose of Define Phase
- Elements of a Project Charter
- Communication Plan
- SIPOC Diagram
- Voice of the Customer
- Kano Analysis

MEASURE

- VOC to CTQ
- Performance Standard
- Types of Data
- Review of Descriptive Statistics
- Overview of Sampling
- Data Collection Plan

ANALYZE

- Sigma Score (Process Capability)
- Brainstorming and Organizing Potential Causes
- Lean
- Value Stream Mapping (VSM)
- Fish bone Diagram
- Histogram
- Dot Plots
- Pareto Chart
- Control Chart
- Overview of Hypothesis Testing

IMPROVE

- Evaluating Solution Ideas
- Prioritization Matrix
- Action Items Worksheet
- Pilot Plans and Solutions
- Tools for Displaying Results

CONTROL

- Importance of Control Phase
- Monitoring Process
- Control Charts
- FMEA
- Standardization and Kaizen
- Handover-Ownership

SOFT SKILLS (Integrated in the Program)

- Design Sprint Innovation Methodology by Google
- Diverge-Converge
- Facilitating Discussions
- Facilitating Decision Making
- Project Presentations
- Group Dynamics
- Intervention
- Understanding Conflicts

Capstone: THE SIX SIGMA CIRCUIT™

- The Six Sigma Circuit™ tools
- Facilitating the Six Sigma Circuit™
- Project Planning
- Project Consultation
- Next steps



"The Six Sigma Guy's"

LEAN SIX SIGMA BLACK BELT CERTIFICATION WORKSHOP

FOR SERVICE INDUSTRY

12 DAYS

CLASSROOM OR INSTRUCTOR-LED VIRTUAL PROGRAM

Recommended for

- Business owners, CEO/Presidents, Managing Directors, GMs, Senior Level Leaders, Managers, Supervisors, and those practicing continuous improvement within their organizations.

Description

- Lean Six Sigma Black Belts are key change agents- leading teams to organizational and financial improvement where it is needed most.
- "The Six Sigma Guy's" Black Belt training is an extensive training program in group facilitation, change management, innovation, project management, quantitative and qualitative analytical skills, and group dynamics.
- Black Belts are considered as the "Primary" Process Improvement Facilitators, devoted full-time to lead Lean Six Sigma and Innovation projects, and help Executives identify, implement breakthrough improvements for enhanced bottom-line results.

What to Expect

- To make the training effective, participants are encouraged to attend with a process improvement project pre-approved by an Executive Sponsor: either reduction of defects, or reduction of processing time.
- This workshop is not for those looking to sit back and listen to theory. You should come prepared to work hard with others in a collaborative, time-boxed, result-driven environment.
- Participants learn in bite-sized pieces, and immediately apply the tools with their actual assigned projects.

Key Takeaways

- Participants shall have a working knowledge and learn how to facilitate the SIX SIGMA CIRCUIT™- a best practice set of tools developed by Rex Tuoze "The Six Sigma Guy" to quickly complete process improvement projects and could save as much as 3 months worth of project hours.
- Identify and clearly define process problems.
- Measure the size and opportunity of the problems.
- Efficiently generate probable cause reasons.
- Analyze data to discover and validate root causes.
- Develop and implement improvements.
- Set controls at a significantly improved performance level.



"The Six Sigma Guy's"

LEAN SIX SIGMA BLACK BELT CERTIFICATION WORKSHOP

FOR SERVICE INDUSTRY

12 DAYS

CLASSROOM OR INSTRUCTOR-LED VIRTUAL PROGRAM

GENERAL COURSE CONTENT

- **EVERYTHING INCLUDED IN THE YELLOW & GREEN BELT PROGRAMS**

DEFINE

- Starting your project
- Thinking in terms of process
- Understanding the Voice of the Customer
- What is Lean Six Sigma
- Data collection planning
- The Journey of DMAIC
- Lean Six Sigma implementation

MEASURE

- Data Collection
- Data Analysis
- Determining Process Sigma
- Process Analysis
- Graphical Tools
- Descriptive Statistics
- Measurement System Analysis (MSA)
- Value Stream Mapping (VSM)

ANALYZE

- Identifying Potential Causes
- Verifying Causes
- Cause and Effect Analysis
- Normal Theory
- Control Charts
- Correlation & Simple Linear Regression
- Hypothesis Testing: t-test, paired t-test, ANOVA, Chi-square
- Regression Analysis
- Design of Experiments

IMPROVE

- Lean
- Generating and selecting solutions
- Introduction to DOE
- Implementing Solutions
- Evaluating Results

CONTROL

- Error Proofing
- FMEA
- Standardization Methods and Training
- Process Monitoring and Control
- Communication and Future Plans

SOFT SKILLS (Integrated in the Program)

- Design Sprint Innovation Methodology by Google
- Diverge-Converge
- Facilitating Discussions
- Facilitating Decision Making
- Project Presentations
- Group Dynamics
- Intervention
- Understanding Conflicts

Capstone: THE SIX SIGMA CIRCUIT™

- The Six Sigma Circuit™ tools
- Facilitating the Six Sigma Circuit™
- Project Planning
- Project Consultation
- Next steps



"The Six Sigma Guy's"

SIX SIGMA RESUSCITATION PROGRAM

RESUSCITATE THE INVESTMENT OF YOUR SIX SIGMA INITIATIVE



FOR ALL INDUSTRY | DURATION TO BE DETERMINED

Recommended for

- Companies who initially hired a not-so-effective Lean Six Sigma Trainer.
- Companies who have invested a significant amount of investment- money and time, to organize a Lean Six Sigma Initiative but are stalled due to unknown/ multiple reasons.
- Companies who find it hard to complete and close process improvement projects.
- Companies who used to have a Six Sigma initiative.

Description

- QUICKLY complete process improvement projects like never before. LEARN Lean Six Sigma Accelerators. RECOVER the money you spent in attending a "not so effective" Lean Six Sigma training program and be Six Sigma Circuit™ certified by no less than Rex "The Six Sigma Guy".

What to Expect

- Six Sigma PH shall help you diagnose what went wrong using Six Sigma Initiative Critical Success Factors, a research written by Rex Tuoza "The Six Sigma Guy" presented in the 2015 Six Sigma Conference.
- Six Sigma PH team to have access to Organizational Leaders specifically the CEO, President, and Management Team.

Key Takeaways

- Identify and address missing Six Sigma Initiative Critical Success Factors.
- Trained belts shall have a working knowledge and learn how to facilitate the SIX SIGMA CIRCUIT™- a best practice set of tools developed by Rex Tuoza "The Six Sigma Guy" to quickly complete process improvement projects and could save as much as 3 months worth of project hours.



"The Six Sigma Guy's"

CUSTOMER EXPERIENCE BLUEPRINT™

CERTIFICATION WORKSHOP

FOR SERVICE INDUSTRY | 0.50 DAY

Recommended for

- Business owners, CEO/Presidents, Managing Directors, GMs, Senior Level Leaders, Managers, Supervisors, and those practicing continuous improvement within their organizations.

Description

- In this session, you'll bridge the gap between customers and service providers through creating a Customer Experience Blueprint™. Learn how to create an experience that is useful and desirable to the customer, while efficient and effective to the company.
- It is a half-day group experiential learning exercise that comes as close as you can get to a real life Customer Experience Blueprint™ mapping session.
- It's fun, hands-on, fast-paced, and is consistently being rated by participants as one of their most valuable training experiences.

What to Expect

- This workshop is not for those looking to sit back and listen to theory. You should come prepared to work hard with others in a collaborative, time-boxed, result-driven environment.
- Participants learn in bite-sized pieces, and immediately apply the tools to reach the objectives of the game-simulation.
- **OPTIONAL Certification Requirement:** After class, a participant may submit a documented proof that he/she facilitated a Customer Experience Blueprint™ mapping session with the outcome.

Key Takeaways

- Learn **how** and **when** to facilitate a **Customer Experience Blueprint™** mapping session.
- Learn how to pinpoint where things could be improved or where things are going wrong.
- Learn how to know who's the real face of the company to the customer.
- Learn how to know when does the service start and stop according to the customer.
- Learn how to intervene at the right moment in the service process.
- Learn how to differentiate your services from competitors.

OUR CONSULTANTS



Rex Tuozo
"The Six Sigma Guy"

*Certified Master Black Belt
Certified PROSCI -
Change Management Professional*

In the Philippines, Rex Tuozo = Six Sigma.

He is the most sought-after Lean Six Sigma Trainer & Consultant, popular for making Six Sigma simple and practical for non-math majors/ non-technical professionals, managers, and executives. In 2012, he re-designed the Lean Six Sigma training curriculum of GE and Motorola (designed for the Manufacturing Industry) to fit the unique needs of the Service Industry. Rex also developed the Six Sigma Circuit™, a proven Step-by-Step Complex Problem Solving Methodology that speeds up DMAIC process improvement projects by at least 2 months.

Rex has more than 15 years of experience in initiating and leading quality and Lean Six Sigma programs for Service Industry companies including Banking, Insurance, Telecommunications, IT, BPO, Shared Services, Healthcare, and SMEs which resulted to more than P827 Million in annualized cost savings as of July 13, 2020.

In 2009, he placed 10th in the 1st Industrial Engineering Board Examinations in the Philippines. He holds a degree in Industrial Engineering, Management post graduate from De La Salle University, and MBA at University of Bradford, School of Management in UK.



Arthur Flores Jr.
"The Sprint King"

*Certified Black Belt
Design Sprint Master*

Arthur is the Innovations Program Director of Six Sigma PH, and Lead Consultant of School of Design Sprint.

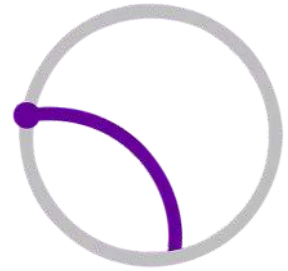
A Registered Nurse by profession, he shifted his passion from treating people to treating businesses where he helped many local and multinational companies successfully complete process improvement and digital transformation projects which resulted in multi-million dollar cost savings and revenue generation.

Arthur is one of the first and few consultants to integrate the latest Google Sprint with the classic Design Thinking.

His mission is to help the Philippines to become the next innovation center through Lean Six Sigma and Design Sprint methodologies.

WE'RE LOOKING FORWARD TO MEET YOU SOON

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