When tasked with understanding if the Six Sigma Green Belt certification, I was a little confused to what it was. I soon discovered that, Six Sigma is a set of techniques and tools for process improvement.

Essentially, Six Sigma is a structured approach to reducing the number of defects or errors in a business process. They were created in the late 80’s by an engineer named Bill Smith. The main objective of six sigma is to continually improve the quality of an output process by identifying and removing all of the faults within said process. While I do believe that there are certain qualities that every person in management or in a leadership role should have, I don’t believe that beinga. “Six Sigma certified black belt” is the way to do it.

After researching into this certification, I realized that a majority of the Six Sigma initiatives fail, approximately 60%-74%, depending on which studies you read. In fact, research suggests that Six Sigma is essentially useless in back office, white collar, and electronic processing work.

A recent study found that after implementing the Six Sigma practices, the employees found it to be tedious and painstaking rather than productive and intuitive, like the Six Sigma research implies that it will be. A major weakness in the Six Sigma process is that it focuses on one process at a time, rather than the big picture ideals that most workplaces prefer. Most people that work in an office focus on multiple concurrent processes, unlike the Six Sigma process.

While Six Sigma may be detail oriented, it is not productive whatsoever for a regular business setting. Because of all the tiny steps that one must take to use the Six Sigma process, there are various delays when going through different projects, rather than a seamless workflow as the website suggests.

Even though there are many flaws within the Six Sigma certification, I believe that it still has its place within an assembly-line or factory setting. In this case, one error may cause a whole line of product to be flawed, or even an entire day’s work to be destroyed. In this case, being meticulous about every step in a process is necessary and I believe that Six Sigma is the way to do it. The problem with this is that most assembly lines today have been fully automated, therefore the Six Sigma process is essentially useless because technology cannot go through mental processes the same way human brains can.

As far as other certifications or assessments for management, personally, I believe that there aren’t any that can adequately measure quality or management skills. I believe that those can only be earned and tested in the real-life work field, not on some assessment that you study for. True management and quality skills are earned through experience and mistakes, rather than scoring high on a certain test or not. I don’t think that there will ever come a time where a test can more adequately prepare someone for management or quality services rather than experience.

After speaking to various co-workers and bosses about this matter, I discovered that none of them possess a Six Sigma certification of any kind. I asked them if they knew what it was and about 50 percent of them stated that they have heard of it and found no use to getting certified. When I asked the CEO and CFO of our company about Six Sigma and if that was a good thing to put on your resume, they stated that they didn’t care for it, in fact if they saw someone with the certification, they would more likely stay away from hiring them because they are stuck in the old-management ways.