

Session Expectations

- How to integrate sequence of the programs with lean
- Case Studies and roadblocks
- Learn from unsuccessful
- Combat common objections
 - Not another program
 - We have an out
- Key success factors
- Sustainability
- Managing the commitment
- Failure modes – things that might trip you up
- Mesh breakdowns & SOP's "ISO"
- Successful implantation of ideas
- Metrics of Success
- Confirm what currently doing is right
- Shorter 10hr. program? 40hr.?
- Role of Senior Mgt – if not on board then what?
- Resources – how to allocate
- Follow up on training
- Ratio of company trainers to employees
- Instructor selection
- How to keep up with changes to standard work
- Documentation/Record keeping for training
- Deployment for different disciplines
- ROI
- Networking Contacts – best practices
- Planning – what to have in place before deployment
- Get buy in for JI

Early Stage Production System Roadblocks

- Resistance to change
 - Supervisors
 - Paradigm shift (mindset) – business
- Individual
 - Strategy integration
 - Engagement /Involvement
- Time allotment
- Setting priority that drive change
- Getting people to think process
- Six Sigma VS Lean
- Starting with tools - to drive what?
- Connectivity – thought to results
- Leadership – Who
How
Why
- Measuring the wrong things first
- Alignments
- Get stability before change?
- Coordinating the benefits – Incentives
Strategy
Results
- Deliverables connected to rewards
- Lack of shop floor practices by upper management
- Best practices shuffle
- Continuity of standard work between shifts
- Change the cast
- Ability at supervisor level- learning to see
- Communication – Shut email off
Meetings
To do list that does not
- Current success – It is good enough
Good enemy of great
- No Pain – No Pain
- Suggestion – getting to actions
- Change – flavors of the month
- Rates of change – people
Original
- Communication – Time
Method
Effective vs Efficient
- Why change? Burning Platform
- Mid manager – fear to show they are asleep at the wheel?
- Vision – silo mentality
- Lack of a strategic plan
- Resources vs. reality
- Sense of urgency
- Diversity at manager level

Existing Stage Production System Roadblocks

- C. I. Burnout/Fatigue
- Culture Change
- Another "Flavor of the Month"
- Complete with existing programs
- Resource Limitations
 - Time
 - People
 - Talent
- Selecting correct "Programs"
- Diversified cultures
- Variable work process
- "Live" leadership buy-in
- Senior management buy-in/support
- R.O. I.
- Standard Work – Sustain/stick
- Anchor draggers
- Depth of knowledge
- Priority management C.I.
- Initial steps to implement
- Link between Lean and TWI
- How to get buy-in (Special JI)
- How to deploy TWI with Lean
- Confirmation of tactic and strategy
- JI and JM how to translate into standardization
- Order to implement TWI
- Can you shorten 10 hr. program
- Pitfall of change
- Relevance of Sr. Mgt. involvement
- Who are the best individuals to train in TWI?

Mature Stage Production System Roadblock

- Keeping the whole organization on board
- Not invented here
- Redo existing vs new program “More of the same”
- Sharing lessons learned
- Sustainability – Turn Over
- Analysis paralysis
- Top management support is critical
- Some companies are successful without CI
- Need for speed – over standardization
- Overly complicated processes
- Standardization can slow process improvements
- Working ourselves out of a job
- Too busy doing my job to do CI