



# Leanovations, LLC

## Lean Newsletter

### April 2018



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## Leanovations is an Authorized Eversource Consulting Company to Provide Energize Connecticut<sup>SM</sup> Energy Efficiency Solutions PRIME and BSC

Process and Energy efficiency is a key component of a successful business sustainability strategy. **Eligible Eversource manufacturing customers can take advantage incentives for services by Leanovations to offset the costs associated with energy-efficient process improvements.** The Leanovations team will help your organization with developing a strategic plan utilizing Lean-ISO Integrated Manufacturing and identify funding opportunities with Eversource.

Leanovations was once again selected and awarded a three-year contract, through February 2021, in support of



the Energize Connecticut's Lean Manufacturing (PRIME) and Business Sustainability Challenge (BSC) administered by Eversource Energy,

**EVERSOURCE**

promoting energy-efficiency process improvement programs empowering businesses to make smart production, energy and sustainability choices. Leanovations has

been contracted with CL&P/Eversource since 2007 providing training and consulting services to assist companies in reducing energy and process wastes to provide a competitive advantage.

**Fred Shamburg, owner and president of Leanovations was selected by the National Shingo Board of Governors as a "National Shingo Prize Examiner", being recognized for his past performance in leading Lean-ISO transformations in diverse industries** from very large multinational corporations with thousands of employees to small family business of less than 50 employees, providing "Lean to Green" innovative consulting and training services.



Implementing Lean ISO Manufacturing, Business Sustainability and understanding your Energy Usage is the easiest, most cost-effective way to collectively establish a competitive advantage, through freeing up capacity with PRIME (Lean), creating job security through economic, environmental and social awareness through BSC (Business Sustainability Challenge) and enjoying Lean-ISO processes and energy efficiencies with employee involvement. Business Energy Solutions from Energize CT Include:

## LEAN/PRIME: Process Reengineering for Increased Manufacturing Efficiency



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Workshops**

Manufacturers looking for a competitive edge need to take a systematic approach to evaluating and identifying inefficiencies and waste in their operations. **The PRIME program provides businesses with training from Leanovations in "Lean-ISO Manufacturing" techniques** in order to:

- Streamline product flow
- Eliminate or reduce waste
- Improve production efficiency
- Minimize environmental impact, and reduce energy consumption
- Provide a growth strategy for the business and the employees



**Eligible manufacturers, customers with a peak demand of 200kW for 12 consecutive months, can receive funding for up to four (4) Lean Kaizen training events with Leanovations.**

- Events 1 PRIME Program is funded at \$9,000 for a 3 ½ Day event
- Events 2, 3 & 4 of the PRIME Program is funded at \$4,500 for a 3 ½ Day event

Manufacturing customers of Eversource who consumed (4) four PRIME event funding must wait 2-years after the final payment of the 4th event to reengage in the PRIME event cycle.

## BSC: Business Sustainability Challenge

For manufacturers who want to improve their economic, environmental and social position, the Leanovations team leverages the Business Sustainability Challenge and Strategic Energy Management Program to develop business practices focused on sustainability and competitiveness. **The BSC/SEM process improves competitiveness through the systematic reduction of energy consumption, including employee training and motivational techniques.** Leanovations will help companies:

- Assess current BSC/SEM performance and opportunities with the program intent
- Create a sustainability plan: identifying goals, objectives, and action plan
- Develop and support an internal implementation team at each customer

Total hours and pricing for each project must be approved by Eversource based on the customers demonstrated needs. Each Eversource customer with a minimum of 200 kW peak demand for 12 consecutive months can receive funding for up to two events with Leanovations.

- Event one is fully funded at 100% by the Connecticut Energy Efficiency Fund (CEEF)
- CEEF will fund 50% of a second event.

Once the customer has consumed (2) two BSC/SEM event time frames, the customer must wait 2-years after the final payment of the 2nd event to reengage the BSC event cycle.

**If you are interested in learning more about wither the PRIME or BSC Programs please contact Leanovations at [info@leanovations.com](mailto:info@leanovations.com) or call us at (860) 479-0293.**



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## Organizations Need Leadership (Lean) and Management (ISO)

### Those Embracing Lean-ISO Integration will be Tomorrow's Leaders

**In today's economy, where value comes increasingly from the knowledge of people, Lean Leadership and ISO/Quality Management cannot be separated.** People look to their Quality Management Systems/ISO not just to assign them a task, but to define for them a purpose. Organizations can no longer just try to maximize efficiency, but must adopt Lean principles to nurture skills, develop talent and inspire employees to work as a team to enjoy positive results.

Leadership and Management are inseparable in nature, in an organization, you need both leadership and management to accomplishment growth and sustainability. **In this article we will discuss how Lean is tied to Leadership while ISO is more Management, but how they are both necessary to compete and become a market leader.**

Leadership (Lean) is a quality of influencing people, so that the objectives are attained willingly and enthusiastically. Lean focuses on guiding a company through a Profitable Growth Strategy by engaging and empowering employees in continuous improvement. Management (ISO) is a discipline of managing things in the best possible manner. ISO is a Quality Management System accomplished through Document and Record Control.



**Lean Leadership is an activity of guiding and directing people to work as a team, usually in kaizen team events, achieving business objectives.**

Lean requires a good vision of thinking across the boundaries. **ISO Management is a process of managing the activities of the organization which incorporates a complete balance of the 5M's (Manpower, Money, Material, Machine, and Methods).**

Lean Leadership is a skill of influencing others while ISO Management is the quality of the ruling. In leadership (Lean), principles and guidelines are established, whereas, in the case of management (ISO), policies and procedures are implemented. Leadership (Lean) is Proactive. Conversely, Management (ISO) is reactive in nature. Lean Leadership brings change. On the other hand, ISO Management brings stability.



**Leadership is about persuading people in a positive direction for bringing out talent in them, while Management is all about the arrangement and maintenance of the 5M's.** Lean and ISO go side by side as a complement to each other, an organization needs both for its' growth and survival. This is why Leanovations teaches and coaches Lean-ISO Integration!!!

In the business environment, leadership is not only limited to persons, an organization can also attain leadership in the marketplace through an integrated Lean-ISO culture. Where, the Lean principles and guidelines are well grounded with solid ISO Management policies and procedures that complement each other. For businesses Leadership is defined in terms of product, market share, brand, service, quality, cost, etc.



If you are interested in learning how Leanovations can assist you in your Lean-ISO integration contact us at (860) 479-0293, e-mail us at [info@leanovations.com](mailto:info@leanovations.com) or visit [www.leanovations.com](http://www.leanovations.com).

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## Leaders Need to Create a Culture that Makes Work Fun

**In order for a Leader to create a Lean and Innovations culture where work is fun and the employees are focused on becoming a high-performance organization, Leaders must be confident, humble, willing to learn and show respect for employees.**

A successful Lean-Innovations transformation usually requires change to the very foundation, organizational structure, culture, business practices, strategic goals, and perhaps even the very principles upon which the organization is based.

In order for an organization to enjoy a Lean-Innovations transformation it usually requires Leaders to reflect on what type of Leader they are and who they must become. Leaders must be willing to admit they do not know it all and must hire subject matter experts to teach, coach and mentor them. Leaders must be willing to learn from and benchmark other organizations and develop partnerships with all stake holders (such as; employees, customers, suppliers, community, environment and etc.) to create a competitive advantage.



**True leadership means setting an example for others to follow. If a Leader is pushing change, through a Lean-Innovations Transformation and expects others to change, then they must show that they too are willing to change.** Organizations who have had a successful transformation have one thing in common, it is not just about focusing growing the revenue, it is more about knowing if you focus on growing the people the results will come.

**In order to be open to change, Leaders need to be humble, realize that he/she does not know it all, hire the right people, and allow them to help drive the bus. Leaders must realize they cannot manage a business and lead people from a board room, a conference room, or an office.** You must go to the Gemba (where the action is) and be open minded about what you can further learn from the people. You must understand their pain, their frustrations, and their desires for the future.

So, to summarize how Leaders can create a culture of making work fun and the employees focused on becoming a high-performance organization, it all starts with Leaders being confident, humble, willing to learn and having respect for employees. **Below are five (5) steps to take to create a Lean and Innovations transformation:**



**1. Develop a Strategic Plan** with Break-Through Objectives that promotes the organization's purpose. Share the vision and mission to engage the employees.

**2. Build great teams!** Be sure that every employee has an opportunity to participate on a well-functioning team. Encourage celebration of setting

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records and winning.

**3. Establish internal support networks.** Build support networks that provide both the joy of social relationships but also the joy of learning. Practice respect for people. This builds their self-esteem and encourages learning.

**4. Create flexibility** through multi-skilled, cross trained, team-oriented employees who can optimize the effectiveness of their teams. Value high performance by paying for it. Pay employees for gaining skills and achieving performance.

**5. Generate hope and optimism.** Innovate, utilize technology or process improvements to create a competitive advantage. This is the essence of leadership.



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### Did You Know Funding Is Available? for Leanovations to Help You Compete Worldwide

Do you need to rejuvenate your manufacturing capabilities to compete? Do you find it harder and harder to enjoy profitable growth opportunities? Did you know implementing a Lean-ISO integrated manufacturing process will help you compete worldwide and create profitable growth?

**If you could get some financial funding support to implement Lean-ISO training and consulting services to improve your manufacturing processes or other energy efficient opportunities for your facility, would you be interested?**

Leanovations is authorized through Energize Connecticut energy efficiency solutions, Regional Workforce Investment Boards (WIBs), State of Connecticut Department of Labor and New England Trade Adjustment Assistance Center (NETAAC) to provide consulting services and training to help Connecticut manufacturers to compete worldwide and create profitable growth.



**NETAAC**  
New England Trade Adjustment  
Assistance Center

Supported by the  
U.S. Economic  
Development  
Administration



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**Leanovations' training and consulting services are designed to help companies improve their team building approach and competitive position. Through our training businesses become empowered to make smart production, quality, and sustainability choices.** The overall goal is to help organizations to reduce process and environmental wastes and enjoy a greater impact on what we call the 3P's. Having a positive impact on the People, Planet and Profits.

Did you know that there is other funding available besides Eversource and the Energize Connecticut energy efficiency solutions called PRIME and BSC? Did you know Leanovations is qualified consulting/training company with Connecticut Department of Labor?



Do you know the State of Connecticut General Assembly established Regional Workforce Investment Boards (WIBs) through the American Job Centers to assess training needs and priorities, and coordinate programs that address

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those needs that may provide funding for up to 50% of total training costs? Did you know Leanovations is an authorized service provider with Connecticut Department of Labor and American Job Centers assisting employers in the potential dollar for dollar match for the Lean-ISO training?

Do you know about the New England Trade Adjustment Assistance Center Inc. (NETAAC) that is a government funded non-profit corporation, which offers cost shared assistance for import-injured manufacturers through a grant from the U.S. Department of Commerce? Did you know Leanovations is an authorized service provider with NETAAC for a variety of business training needs such as Leadership and Lean-ISO training designed to help manufacturers improve their competitive position?

**Did you know Leanovations has worked with over 300 manufacturing teams who have benefitted from funding support from Energize Connecticut, American Job Centers/DOL and/or NETAAC?**

**Did you know Fred Shamburg, President of Leanovations was recognized as a "National Shingo Prize Board Examiner" by the board of governors in 2007?** Did you know Leanovations is a Certified Small Business Entity in CT and a Certified Veteran Owned Company?



Manufacturers looking for a competitive edge need to take a Lean-ISO systematic approach to evaluating and identifying inefficiencies and waste in their operations. These programs, Energize Connecticut, CT Workforce Investment Boards and NETAAC, provide businesses with training from Leanovations to streamline product flow, eliminate or reduce waste, improve production efficiency, minimize environmental impact, and reduce energy consumption, all through engaging and empowering the employees.

If you are interested in potential financial/funding support to rejuvenate your manufacturing Lean-ISO capabilities or incorporate energy efficiency and environmental responsibility, contact Leanovations at (860) 479-0293, e-mail us at [info@leanovations.com](mailto:info@leanovations.com) or visit [www.leanovations.com](http://www.leanovations.com) for more information.

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## **Leanovations Lean Leadership Certification May 21-24, 2018 Class is SOLD OUT Next Class October 1-4, 2018**

Leanovations conducts our 4 Day Lean Leadership Certification (LLC) program three times per year; in January, May and October, to support the individual growth of Lean Leaders and allow them the opportunity to become a student of the Toyota approach, benchmark and network with other leaders and companies. The upcoming May 21-24, 2018 is SOLD OUT. The Next LLC Class is scheduled for October 1-4, 2018.

All graduates participate in a fast-paced intense 4-day workshop. The workshop includes visiting Lean manufacturing companies each day to hear from top management and the employees about the Lean journey they are on and touring the factories to see first-hand what it takes



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to become a Lean leader. We believe a key part of Leanovations mission is teaching and coaching organizations how to effectively address issues they currently are facing and will in the future, we call this "Transforming Tomorrow Today"!!!



Recent Graduating LLC Class

Addressing change and improving the current state to a future state Good to Great, is an ongoing process, and having a Lean Leader focused on a structured engagement of the organization's employees at all levels is key to any successful Lean transformation. A Lean Leader is responsible for teaching and leading the organization in developing a Lean culture, knowing it is not just about the tools - it is about the people, and having all employees, at all levels, becoming engaged in Lean learning.

A Lean Leader understands to become a good teacher/leader, you first must be a great student. You must become a sponge looking to soak up and absorb new "Golden Nuggets" of wisdom, techniques and experiences from others that you will be able to draw upon as you lead, teach and mentor others. Lean Leaders must also appreciate there is always something you can learn, through networking and benchmarking.



Since 2008, when we started offering our Lean Leadership Certification (LLC) Workshops, we have had over 1,000 individuals, from manufacturing, government, healthcare and service industries attend and graduate from our LLC workshops. We have enjoyed a diverse group of attendees from all levels to include; Business Owners/CEOs, CFOs and COOs to Machinists, Assemblers, Material

Handlers and Office Support such as Sales, Human Resource, Finance and Procurement. Graduates have come from over 80 organizations, 22 different states and 3 European countries.

If you are interested in attending or having members of your organization attend Leanovations Lean Leadership Certification Program, please contact us at: [info@leanovations.com](mailto:info@leanovations.com) or call us at: (860) 479-0293 or visit our website at [www.leanovations.com](http://www.leanovations.com).

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