



Leanovations, LLC

Lean Newsletter January 2013 Issue

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Leanovations Hosted the 1st Annual Connecticut Conference on "Giving Thanks and Celebrating Lean Partnerships"

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Leanovations hosted the 1st Annual Connecticut Conference on "Giving Thanks and Celebrating Lean Partnerships" on November 20, 2012 at the Riverfront Boathouse in Hartford. **Commissioner Dan Esty, from Connecticut Department of Energy and Environmental Protection (CT DEEP), was the Key Note Speaker.** The goal of this conference was for every participant to have a chance to develop new business partnership opportunities and take away some "Golden Nuggets" of Lean learning to apply back in their own organization.



This conference was attended by 97 individuals, many being top decision makers and Lean leaders, representing 45 different organization within Connecticut. They all came together to celebrate their "Lean Partnerships" and to give thanks to those who have provided assistance in applying "**Lean to Green as a Growth Strategy**". The strong Lean Leadership displayed by these organizations, supports growing the economy and promoting jobs in Connecticut, while providing a competitive advantage for Connecticut manufacturing.



The Lean Conference had 13 guest speakers share their successful Lean journey with all participants, providing "golden nuggets" of Lean learning, sharing, benchmarking and networking with those who share similar economic and business challenges. The outcome of this conference was everyone gained an appreciation of what it takes to

successfully apply Lean to Green as a Growth Strategy back in his or her own organization.

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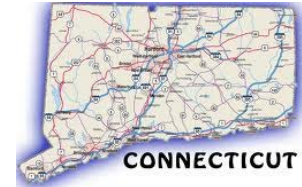
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The 13 dynamic speakers who shared insight on the following themes and topics were:

- **Becoming CT "Family Business of the Year" through Lean**
 - Michael Mangiafico, Peter Paul Electronics
 - Mike Goepfert, Willington Name Plate
- **Business Sustainability through Lean to Green (L2G) Efforts**
 - Fran Poirier, Specialty Printing
 - Andrew Skipp, Hubbard Hall Inc.
- **Funding Opportunities for Lean Learning**
 - Jose Colon, Connecticut Light and Power (CL&P)
 - Tom Phillips, Capital Workforce Partners
- **Lean Government in Connecticut**
 - Commissioner Catherine Smith, Connecticut Department of Economic and Community Development (DECD)
 - **Key Note Speaker:** Commissioner Daniel Esty, Department of Energy and Environmental Protection(DEEP)
- **We can Compete with China through Lean**
 - John Feeney, Empire Industries
- **Lean as a "Growth Strategy"**
 - Doug Eccleston, Zygo Corporation
- **Lean is about the People, Engaging and Empowering the Employees**
 - Eddie Gautier, Westinghouse Corporation
 - Steve Bull, Bull Metal Products
- **Advance Lean and Innovations "Leanovations" Discussion**
 - Fred Shamburg, Leanovations

Due to such a successful 1st Annual Connecticut Conference celebrating Lean Partnerships, the Leanovations team looks forward to hosting the 2nd Annual "Giving Thanks and Celebrating Lean Partnerships" Conference in 2013. The conference is planned for November 25th, the Monday before Thanksgiving, so mark your 2013 calendar now to reserve the date.



For more information, please contact Leanovations at (860) 479-0293, or e-mail us at info@leanovations.com



Begin the New Year by Developing a Strategic Plan to Create Long Term Success

If you don't know where your business is going, any road will get you there" is a twist on a famous statement from the book, Alice in Wonderland. Change is coming, the future is here, that is why having a strategic plan is so important in today's fast pace environment.

It is important to identify critical business issues facing an organization and select objectives and goals to overcome those issues. Developing a Strategic Deployment Plan with 3-5 year breakthrough objectives, at the beginning of a new year is the best way for a company to obtain desired results and ensure that all employees understand the long-range direction. It is a way to create linkage throughout the organization to make the vision a reality.

Extensive cooperation within and between departments and process owners are vital to establishing success of the overall Strategic Plan.



It should serve as a framework for decisions at all levels. **As a company moves down the path of empowering its people to take responsibility and control of each part of the business, it is critical that all decisions support the company's strategic plan in a meaningful (and preferably measurable) way.** This paves the way to gain support and approval from top management.



The plan needs to be communicated and explained in such a fashion that anyone who is a stakeholder is informed, motivated, and involved. **The power of a plan comes from people understanding it and being able to support it.**

The plan should stimulate change. It should provide the basis for future iterations of the plan. It must be adjusted on a frequent basis, as the only constant we face in business is change, and the rate of change is getting faster every year. Failing to go back to revisit the plan regularly will result in the plan losing its relevance and power to guide and motivate people in the organization.

A Strategic Plan is to develop fundamental process measures, called Key Performance Indicators (KPIs). KPIs must be monitored to assure the continuous improvement of the organization's key business processes. In essence, ensuring everyone is heading in the correct direction and with a sense of control.

The plan should provide the basis for benchmarking and measuring performance. There are thousands of things to benchmark and measure against, picking the right ones is the strategic part.

To implement the Strategic Plan, a company must develop detailed Annual Improvement Plans (AIPs), with significant breakthrough objectives at all levels of the organization. AIPs provide guidance and linkage as well as drive the implementation plans. Assigning clear responsibilities for each item in the AIP implementation plan is how to ensure real change occurs. Significant breakthrough objectives usually require cooperation between a cross-departmental and cross-functional Kaizen team, focused on continuous improvement utilizing the Plan-Do-Check-Act (PDCA) process.

For each strategy, use the PDCA process to measure the progress against the goal set at the beginning of the year. **Periodic reviews need to be initiated by the process owner at the lowest level, and the information/results are presented and reviewed with the Leadership team to develop actions for success.**

Using the PDCA cycle in Strategy Planning ensures that:

- Plans are developed more systematically.
- Progress on plans is carefully monitored.
- Changes to plans are made where necessary.
- Breakthrough objectives are attained.
- Organizational learning occurs at all levels.



- The planning process itself is standardized and continuously improved.

If you are interested in learning how Leanovations can assist your organization with developing and implementing a Strategic Plan please e-mail us at info@leanovations.com or call us at (860) 479-0293.



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→ **Northeast Energy Efficient Council - CT Chapter Recognizes Precision Punch with the "Environmental Stewardship Award" in 2012 Through Lean to Green Efforts started in 2011 with Leanovations and Traver IDC**

The Connecticut Chapter of The Northeast Energy Efficiency Council recognized Berlin's Precision Punch with the "Environmental Stewardship Award" in 2012 for demonstrating leadership in the business community with their reduction in electricity consumption by more than 4,321,893 kilowatt-hours, which is equivalent to saving 1,015 acres of trees or supplying power to 562 homes.



Precision Punch Energy and Environmental journey started in 2011, after successfully implementing Lean starting in 2007, through Lean to Green (L2G) events in 2011 with Leanovations and Traver IDC along with working with CL&P's PRIME and Energy Opportunity Programs. The Connecticut Light & Power Company administers the Energy Opportunities Program and the PRIME (Process Reengineering for Increased Manufacturing Efficiency) Program, with funds provided through the Connecticut Energy Efficiency Fund.

Precision Punch took advantage of the PRIME Program throughout 2011 along with the Energy Opportunities Program at the end of 2011 and in early 2012, to accomplish tremendous savings through joint "Lean to Green" events (L2G) with Leanovations and Traver IDC. Leanovations and Traver IDC ran two Lean to Green events with Precision Punch in late 2011. The first PRIME event in September 2011 focused on the reduction of energy usage related to Precision Punch processing. The team developed a baseline of the current energy usage, and determined improvements for going forward. The second PRIME event was in October 2011 and that team focused on the reduction of solid (including packaging), liquid and material usage and waste for the processes related to Precision Punch. By the end of both weeks, the teams documented and fully understood the current state, and developed strategies towards a more efficient future state, which included a culture of energy and environmental efficiency through training awareness, innovative processes and new key performance indicators (KPIs) to track results. Such as:

- 5-S Audits now include Energy and Environmental Surveys/Scores
- Monthly Energy Use
- Ratio of Energy Use / Production Hours
- Ratio of Energy Cost / Parts Produced
- Energy Steering Committee Project Plan





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- CL&P Energy Rebate Awareness opportunities

Through the Energy Opportunities program, companies such as Precision Punch can save energy and reduce their monthly utility costs by replacing still-functioning equipment with more energy efficient options. **Traver IDC, based out of Waterbury, performed the upgrades, which included upgrading of equipment with measures such as premium efficiency motors, variable frequency drives, transformers, lighting and occupancy sensors and one of the first installations of LED parking lot lights in Connecticut.**

Manufacturers looking for a competitive edge need to take a systematic approach to evaluating and identifying inefficiencies and wastes in their operations. The PRIME program (Process Reengineering for Increased Manufacturing Efficiency) provides businesses with training in 'lean manufacturing' techniques in order to streamline product flow, eliminate or reduce waste, improve production efficiency, minimize environmental impact, and reduce electrical energy consumption.

Now, with support from the Connecticut Energy Efficiency Fund (CEEF) administered by CL&P, along with Leanovations and Traver IDC technical expertise supporting a new culture of Lean to Green (L2G) concepts within your organization, where what you are doing is right for the planet but also identically right for the business. At Leanovations we call that having a positive effect on 3-P's, the Planet, the People and the Profits.

To learn how the team of Leanovations and Traver IDC can assist your company in developing a Lean to Green culture, please contact us at info@leanovations.com or call us at (860) 479-0293. Please visit our website at www.leanovations.com for more information.

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**Fred Shamburg Asked to Present For
New Haven's APICS and ASQ Society
on January 16, 2013
plus for Hartford's APICS on March 12, 2013**

**"Why Lean & Six Sigma is Not Enough"
Conquering Complexity is Key for a Successful Transformation
A Joint Professional Development Meeting between
APICS New Haven, and ASQ New Haven on January 16, 2013**

A recent survey of over 900 Global Executives showed that 70% of them admit that **excess complexity is raising their costs and hindering their profitable growth.** Complexity is hidden everywhere in the entire value chain of a business. The way most companies attack complexity is by launching a "cutting-edge" lean and 6-Sigma manufacturing programs, which all companies need to do, but often the results fall short of the profitable goals. Such efforts will streamline the production processes, establish world-class productivity rates, and routinely attain quality targets. However, profitability will usually stagnate, as the overall costs to manage the complexity increases. **Because companies miss their goals, they continue to treat the problem in production with**



lean and 6-Sigma and not attacking the real source of managing product complexity and proliferation.

Complexity in Businesses is real, if companies expect to enjoy continued profitable growth, they must deal with it through strategic rationalization and developing implementation plans to conquer complexity in their business on an ongoing basis.

To learn more about how to manage your complexities in your business please join **The New Haven APPICS and ASQ societies for their Professional Development Meeting on Wednesday, January 16, 2013. Sign up by going to their websites at: [ASQ New Haven](http://asqnewhaven.org/meetingagenda.html) <http://asqnewhaven.org/meetingagenda.html> or [APICS New Haven](http://www.apics-newhaven.org/PDFs/20121211_EventSch.pdf) http://www.apics-newhaven.org/PDFs/20121211_EventSch.pdf**

If you are unable to attend and you want to learn more about managing complexity in your business please contact Leanovations at info@leanovations.com or call us at (860) 479-0293.

**Learn Lean the fun way through a different "Drum Bean".....
The March 12, 2013 Hartford APICS PDM a hands on interactive night of "Fun Lean Learning" from a bunch of BEANS**

Back by popular demand for Hartford APICS March 12, 2013 PDM is Fred Shamburg, President of Leanovations. Come have a night of fun learning



with Fred who has been a popular APICS Guest Speaker over the years and always brings a trick or two to make "Lean Learning" fun for everyone.

This time Fred is bringing all his "BEANS" to teach Lean to a different "Drum Bean".... That is right "drum BEAN". This will be a hands on night of fun, where all participants better be ready to step up their Lean game or Fred will pick on you for being anti-Lean, or dumb as a bean. This PDM will be all about a simulation game with beans which will show the difference between traditional manufacturing processes versus a process that follows the Toyota Production System (TPS) where visual factory floor, developing a skills matrix and creating flow through a pull system, is how to profitably grow your business.



Leanovations teaches, coaches and mentors companies using the Toyota Production System (TPS) that Lean is a "Profitable Growth Strategy" not a cost reduction program. Rather than having your bean counters drive the process you want a customer focus process where all the beans count. Come to this PDM ready to participate, have fun and learn Lean from beans and get it done!!!!

To learn more about how to implement a visual factory floor, develop a skills matrix and create flow through a pull system to profitably grow your business, please join **The Hartford APPICS Professional Development Meeting on March 12, 2013. Sign up by going to their website at: [APICS Hartford](http://www.apics-hartford.org/events/100_538001.aspx?PROG=PDMG) http://www.apics-hartford.org/events/100_538001.aspx?PROG=PDMG**

If you are unable to attend and you want to learn more about Lean and how to learn it from a bunch of Beans please contact Leanovations at info@leanovations.com or call us at (860) 479-0293.

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Leanovations University Expands in 2013

In 2013, Kimberly Cunningham (Lyttle), will assume the role of Dean of the Leanovations University along with her ISO/Quality Management Consulting services.


Kimberly is expanding our programs and educational opportunities for our clients (Partners for Success) supporting their development of a companywide training center or university. Leanovations encourages all of our clients to invest in their employees, through a company university style training, to create new skills in business and life to grow personally, supporting a "Lean Learning Culture" of continuous improvement for the organization. The Leanovations University courses are designed to provide appropriate theory and practice in problem solving, critical thinking, data analysis, use of information technology, communication, teamwork, ethics, and leading and managing. Please refer to Leanovations University vision and mission stated below.



Vision: To provide students with a high quality education through student-centered learning that includes a global view of business and an interactive curriculum. The University provides a foundation for intellectual enrichment and life-long learning by holding students to high standards

Mission: Provide opportunities to develop skills in the field of business recognized for its quality, innovations, and leadership. The Leanovations team is dedicated to teaching and mentoring, preparing students to be thoughtful and responsible business professionals and future leaders.

More information on the University will be communicated in the March 2013 Newsletter. To learn how Leanovations University can assist your company, please contact us at info@leanovations.com or call us at (860) 479-0293.

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