



Leanovations, LLC

Lean Newsletter

June 2015 Issue

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Energize Connecticut Incentives for Lean to Green Strategies

Leanovations Awarded Contract to Support Energize Connecticut Initiatives

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In Connecticut, eligible Eversource and United Illuminating (UIL) manufacturing customers can take advantage of services promoting Business Sustainability Challenges (BSC) and energy-efficiency programs empowering businesses to make smart production, energy and sustainability choices through Energize Connecticut initiatives that use incentives and rebates to offset the costs associated with Lean to Green (E-Kaizen) and energy process improvements.



Business Sustainability Challenge (BSC) as a practice is very challenging. BSC provides companies the ability to convert Lean to Green activities into real business benefits and opportunities which results in having a positive impact on the People, Planet and Profits.

For this reason, it requires developing a culture focused on continuous improvement, from top to bottom in an organization, which fully understands to enjoy Business Sustainability it must adopt a Lean to Green Growth strategy. It takes hard work and desire from many people in multiple departments inside a company and from support outside the company where internal expertise may not exist. This is where Leanovations has excelled in assisting companies and why Leanovations was selected and awarded a three year contract with Eversource and United Illuminating in support of the Energize Connecticut's Business Sustainability Challenge (BSC), Lean Manufacturing (PRIME), and Energy Usage Assessments (EUA).

Leanovations can help your organization with a comprehensive plan to utilize these Energize Connecticut services and incentives. The Leanovations Team, led by Fred Shamburg, owner/president of Leanovations who was selected in 2007 by the National Shingo Board of Governors as a "National Shingo Prize Examiner", is internationally recognized for leading Lean to Green 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.

Manufacturing in the United States is at a point where adopting Lean to Green (L2G) strategies and obtaining the necessary skills to perform competitively is becoming a major factor for companies delivering profitable growth. Developing a culture within the organization embracing



Lean to Green principles through engaged and empowered employees is best accomplished through what we call an E-Kaizen Team events, where E = Energy & Environment. Lean to Green (L2G) is becoming the catalyst for profitable growth and a global driving force economically, politically and socially. **At Leanovations we teach Lean to Green as a "Business Sustainability Challenge" (BSC) strategy where businesses need to focus on having a positive impact on the most important 3-P's of business: "People, Planet and Profits".**



Lean to Green skills are a new reality in optimizing the organization's talent, which is the single most important element of business success and growth. Lean to Green requires business leaders to re-examine how they unleash and leverage the "three E's" of economics, environmental requirements and employee talents. **Companies that adopt "Lean and Green" are embracing**

the environment at the same time embracing change itself, and starting down a path towards more efficient processes, less waste of all kinds, and empowered innovative employees. Going Green can be a tremendous motivator for Lean, and going Lean will become much easier if you connect it to going Green, all which will assist in creating business sustainability.

Leanovations teaches and coaches manufacturing companies in implementing Lean to Green Manufacturing, Business Sustainability and how understanding Energy Usage is the easiest, most cost-effective way to collectively establish a competitive advantage. Freeing up capacity with Lean (PRIME), creating job security through economic, environmental and social awareness embracing a Business Sustainability Challenge (BSC), and enjoying advanced energy cost savings and efficiencies with employee involvement through Energy Usage Assessments (EUA). **Below is a short summary of the three Business Energy Solutions from Energize CT funded programs Leanovations was selected to provide training and consulting services for.**

LEAN/PRIME: Process Reengineering for Increased Manufacturing Efficiency

Manufacturers looking for a competitive edge need to take a systematic approach to evaluating and identifying inefficiencies and waste in their operations. The PRIME (Lean) program provides businesses with training from Leanovations in "Lean ISO Manufacturing" techniques in order to create profitable growth. Eligible manufacturers may receive funding for up to four (4) Lean Kaizen training events by Leanovations.

BSC: Business Sustainability Challenge

Improve your "3-P bottom line" - People, Planet and Profits - with the tools and resources of the Business Sustainability Challenge (BSC). Leanovations helps an organization leverage BSC to make sustainability, Lean to Green (L2G) and Strategic Energy Management (SEM) integral parts of your business practices and culture. Eligible manufacturers may qualify for funding for BSC training/consulting services from the Leanovations and Traver IDC partnership.

EUA: Energy Usage Assessment

The Energy Usage Assessment helps manufacturers qualify and identify specific energy reduction opportunities and the efficient measures needed to reduce kWh and CCF consumption. Leanovations will lead an E-Kaizen (E = Energy) Event to conduct a study that looks at how much, where, and when an organization uses energy. Eligible manufacturers may qualify for cost sharing funding through Energize CT's EUA.



Leanovations conducts Lean to Green Kaizen team training and develops strong partnerships in helping businesses enjoy sustainability and make a real connection with their customer base who are increasingly looking to find the Greenest processes, products and services available without creating Energy or Environmental Waste. **If you are interested in learning more about the**

Energize Connecticut incentives and how Leanovations may assist your organization with developing a Lean to Green culture, please e-mail us at Info@leanovations.com or call us at (860) 479-0293.

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Grow Your People to Grow Profitably Kaizen Team Members Gain Tremendous Experiences

World-Class Business Leaders know Lean is a Growth Strategy, for both the company and the employees. Leaders with a good business sense realize **people are the knowledge base and true asset of any company** and that **Kaizen events are a process of investing in your people.** World-Class Business Leaders truly understand **to grow profitably companies need to grow the most important asset, their people,** and that providing opportunities to participate in a Kaizen Team event will allow individuals to gain tremendous experiences.



This investment in Kaizen team events will provide a payback through a workforce focused on teamwork, continuous improvement and innovation. Kaizen events are focused and structured improvement projects, using a dedicated cross-functional team to improve targeted work areas, with specific goals, in an accelerated timeframe. Kaizen events led by a qualified Sensei (teacher) apply structured business process tools and human creativity with a goal of substantially improving the performance of the work area, process and/or products and most importantly teamwork amongst the members.

Individuals learn so much from the experience of being a member on a Kaizen team. At Leanovations, we have developed 10 key learning opportunities for those who participate on a Kaizen team. If you have not participated on a Kaizen Team, please volunteer and gain these experiences.



- 1. Paying Attention to the Small Things** allows good Kaizen teams to notice the small things and if they seem abnormal they have an urge to improve them.
- 2. Having a Vision** for success and conducting a Kaizen event gives a team an idea of what is possible, an image of the ideal (what good and great looks like), enabling long-term thinking instead of a focus on daily firefighting.
- 3. Providing Insight** into the business processes is developed through reflection on problems, their root causes and how to see these problems as opportunities to improve, and how to develop solutions to solve them.
- 4. Experiencing Teamwork** is part and parcel that is strengthened by effectively participating in the Kaizen event and turning their ideas into reality through the PDCA process (Plan-Do-Check-Act).
- 5. Developing a Clarity of the Mind** is created through observation during Kaizen activity, resulting in a high awareness of the 7 wastes + E and what adds value, providing the ability to focus on eliminating waste, variation and overburden systematically.
- 6. Creating Respect** for people, time, resources, and different viewpoints, all qualities of an effective Kaizen event and is required to create positive change.
- 7. Implementing Objectivity** is the ability to face the facts and manage current state as the Kaizen team develops counter measures, checking assumptions and testing them through experimentation, and utilizing the PDCA process.
- 8. Building Connections** between team members, internal customer-supplier relationships, making stronger personal relationships as well as a stronger organization through Kaizen.
- 9. Linking Business Goals** to the impact of many small, practical improvements requires becoming more familiar in the business and financial language/metrics in order to link Kaizen actions to the top level business goals.

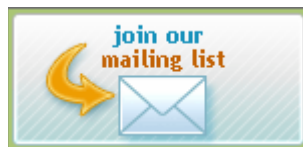
10. **Advancing Careers** is part of a team member's opportunity as they showcase their teamwork approach; creativity and innovative thinking and leadership capabilities, which become recognized by others in the organization.

If you are interested in learning more about how Leanovations may assist your organization with developing a Kaizen culture and to grow the most important asset, please e-mail us at Info@leanovations.com or call us at (860) 479-0293.

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Change Is In the Air

As we transition into the hot summer months and knowing the colors of autumn are not far away, **it is a reminder that change is constant.** Change is a fact of life, and today's rapid rate of change it is not always easy to deal with. **Almost every individual will experience dramatic change in their lives every 5-10 years,** be it in health, financial, work, relationship, or being exposed to a natural and environmental disaster which all effect the way a person deals with future experiences or their own individual way of thinking.

Companies too, every 5-10 years will experience drastic change, be it in health of a key member, financial health, work load changes, relationships (customers and suppliers), or being exposed to a natural and environmental disaster which all effect, the way a company deals with future experiences and change just like individuals. Companies may not be able to control all change, such as the economic downturn like many companies recently experienced, but they can control their response to change. **At Leanovations we train and coach companies to look at change as opportunities in a situation,** and having a choice on how they react to change. The choice really boils down to; **either companies lead from where they are and manage the change, or change will end up managing them.**



For companies to become stronger and better prepared for what the future may bring, they must take action to lead and/or manage the change and enjoy the challenges change my bring. Companies must find a way to get the employees engaged with change, through developing a Strategic Plan and deploying those plans through Kaizen Team events. **Leanovations teaches the Kaizen Team approach where companies embrace change by empowering employees to "Lead the Change", helping to create business success.**

Companies must break away from their current state and develop a Strategic Plan to a future state, with break through objectives, providing new emerging opportunities. The challenge is for companies to convince their employees that the new future state vision is better than the current state. **At Leanovations we understand getting employees on board with change is difficult as change is an emotional process.** Humans by nature are creatures of habit who usually resist change and welcome routine or sameness. The truth, of course, is that change can be wonderful. In fact, at Leanovations we believe it is the key that unlocks the doors to growth and excitement in any organization and most importantly, without change...your competition will pass you by.

A big part of success, for any company, is the ability to inspire your team to get out of their comfort zones; to assure them that even though they are on a new path with the Strategic Plan, it's the right path, for the right reasons, and the Kaizen Team approach is a perfect way to deploy the Strategic Plan and create business success. **It is not easy, it takes planning, commitment, patience and courage to change, and this is where Leanovations excels in assisting companies.**

If you are interested in learning more contact Leanovations at (860) 479-0293, or e-mail us at info@leanovations.com or visit our website at www.leanovations.com



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Leanovations Announces Lean Leadership Certification (LLC) Classes

Leanovations conducts a 4 Day Lean Leadership Certification (LLC) class for manufacturers three times per year, to support the individual growth of Lean Leaders allowing them an opportunity to learn new Lean techniques and tools, network and benchmark with other leaders and companies. **Our next class will be held on October 13-16, 2015 (Tuesday-Friday).**

A Lean Leader is responsible for teaching and leading the organization in developing of 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.



May 2015 LLC Graduating Class

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/absorb new wisdoms, techniques and experiences from others that you will be able to draw upon as you lead, teach and mentor. Lean Leaders must appreciate there is always something you can learn, through networking and benchmarking, therefore be able to share and pass on to others.

Attend our LLC workshop on October 13-16, 2015 (Tuesday-Friday), and learn how to become a Lean Leaders who is driven to solve problems and identify them as opportunities to improve.

Since 2008, when we started offering our Lean Leadership Certification (LLC) Workshops, we have had over 700 individuals, from manufacturing and government agencies, attend and graduate from our LLC workshops. We have enjoyed a diverse group of attendees, from CEOs, CFOs, COOs to Machinist, Assemblers and Material Handlers. Graduates have come from over 50 manufacturing organizations, from 18 different states and 3 European countries. All graduates participated in a fast-paced intense 4-day workshop program. The workshop includes visiting Lean manufacturing companies each afternoon to hear from top management about the Lean journey they are on and touring the factories to see first-hand what it takes to become Lean. **The organizations we plan on visiting during our October LLC class are:**

- Watson Inc. (<http://www.watson-inc.com/>)
- Blue Q (<http://www.blueq.com/>)
- Rowley Spring and Stamping (<http://rowleyspring.com/>)
- Specialty Printing (<http://www.specialtyprinting.net/>)

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

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