



# Leanovations, LLC Lean Newsletter September/October 2016



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## You Cannot "Kai" Without "Zen" Leanovations Partners with Kelly Peterson to offer Mindfulness Classes

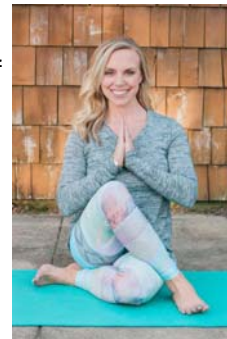
### In This Issue

"Kaizen" means continuous improvement, or broken into two words "Kai" means to reflect and become aware and "Zen" means to improve and achieve a meditative state. After thinking about this Kaizen philosophy for individuals, I reflected on what I was taught by my Japanese mentors, who worked directly for Mr. Ohno at Toyota. One word kept coming back to me to describe Kaizen for the individual; "Mindfulness".



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Therefore individual Kaizen is mindfulness; which simply means being aware and paying attention on purpose. In business, organizations tend to take small "Kaizen" steps of continuous improvements that over time will accumulate into a larger change. For an individual, small low-key Kaizen changes help the human mind circumnavigate the fear that blocks success and creativity. Through the use of mindfulness strategies and techniques the individual learns to master these small steps of change in a safe, judgement free environment. The human mind can develop a desire for a new behavior, whether it is for improving health, relationships, skills or even careers by being in a "Mindful" state.



Leanovations is now offering employee Kai-Zen Mindfulness training through Kelly Peterson, a certified Yoga Alliance Teacher and Mindful Ambassador. Kelly Peterson integrates forms of scientifically-proven meditation, breathing and relaxation techniques, visualization and guided imagery, mental affirmations and attitude training. Kelly will custom-design her Mindfulness training to address and balance the needs created by the demands of a high-stress workplace that your organization may be experiencing. This training will help to transform your organization into a mindful culture. Follow in the footsteps of successful companies like American Express, Nike, and Google and adopt a mindfulness practice for all of your employees and coworkers.

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Just as stress is contagious, calm is also contagious. Stress often shuts down your brain's executive functions, like paying attention, comprehending, and learning. Mindfulness affects the part of the brain responsible for self-regulation, which means it helps to regulate the distractions in our fast paced environment. An individual's ability to self-regulate determines how well they can direct attention, think through a situation, and respond instead of react. A person who cannot self-regulate will often be more aggressive, make impulsive decisions, and struggle with flexibility and adapting their behavior toward change. This would have a negative affect

with Kaizen Team building events. Introducing mindfulness to your team and organization will have a contagious calming effect.

Organizations who invest in their employees through mindfulness will benefit with more productive employees with better attitudes, who will have the ability to pay more attention to detail. In business you are often dealing with problems of one kind or another; mindfulness is an opportunity to reset the way you look at them and find new solutions.

If you are interested in learning more about Leanovations partnership with Kelly Peterson to provide mindfulness training and yoga to your organization please contact us at [info@leanovations.com](mailto:info@leanovations.com) or to learn more about Kelly's Mindfulness Yoga classes please go to [www.bebalancedyoga.com](http://www.bebalancedyoga.com)



## Why Lean? Why Now?

As the United States outsourced its manufacturing jobs over the last few decades, the country lost a significant chunk of its manufacturing talent pool. Today, factories are seeing an increase in orders due to "on shoring" or bringing work back from overseas, but owners of these manufacturing companies are hard pressed to find skilled workers to fill them. There is a "critical shortage of machinists," a common and crucial theme being stated in factories Leanovations visits across the United States and the skills needed to support current and future growth cannot keep pace.



So what can a manufacturing company do to meet their increased and welcomed demands? Lean!!! Many companies are turning to Lean to create capacity to support the new growth opportunities.

Applying Lean can provide the same outcome as hiring 20-30% additional employees at this critical time when so many contract manufacturers, known as "job shops", are experiencing a boom in business. Orders are especially coming in fast and furious from customers in the aerospace industries. Over the last year or so, it has become increasingly difficult to find manual machinists, quality control inspectors and machinists trained to use computer-controlled systems.



Many of Leanovations Partners for Success, what we call a customer, are experiencing over a 20% sales growth and have been able to absorb the additional sales without hiring additional workers through embracing and applying Lean tools and techniques. These partners are applying Lean to reduce machine down time by reducing set-up times drastically, establishing TPM (Total Productive Maintenance) programs to increase machine

uptime, and improving first pass yield by giving employees new quality skills and accountability to certify their parts eliminating the need to wait for a quality inspection. They are doing this through cross-functional Kaizen team events.



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Lean is a way for organizations to address their skills shortage, working on eliminating non-value wastes in their processes, and focusing on getting better every day. Learning how to adopt the Lean philosophies, tools and techniques, originated from the Toyota Production System (TPS), and accepting that these concepts apply to any type of process in any business.

If an organization can improve by reducing waste and improving efficiency, the outcome simply is creating new capacity with the skills they have to take on additional work. In addition to creating new capacity and improving quality, it

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will put a company in a better position to absorb the growth and continue to enjoy a profitable business.

Bringing the Lean philosophy to an organization takes time. It takes building a culture that says, "Everyone, everywhere, everyday" in the organization is focused on improvements. There must be leadership, innovative thinking, and problem solving at all levels. When an organization gets involved in Lean, momentum starts to build, and everyone in the organization begins to see the opportunities to improve. Through Lean cross-functional team events employees become engaged and empowered to correct problems. That's when an organization can make quantum leaps in quality, productivity, and employee satisfaction. Once the culture of Lean learning is the norm in the organization, the bottom line of the financial statements begin to improve substantially and customers become happier and more satisfied.

The challenge for most companies is to apply leadership, priorities, and resources to the identified "opportunities to improve" to ensure that the right tools are used to find and fix the root cause of a problem. Processes are then organized to eliminate the problem, creating new capacities and employee skills to grow the business profitably.



If you are interested in learning how the Leanovations team can assist you in adopting Lean to create new capacity with the skill set you have, please call us at (860) 479-0293 or email us at [info@leanovations.com](mailto:info@leanovations.com). Visit our website at: [www.leanovations.com](http://www.leanovations.com).



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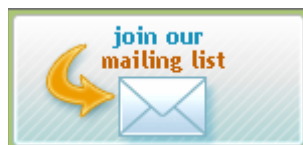


## Change is in the Air

As we transition from the hot summer months into the cool, colorful autumn months, it is a reminder that change is constant. Change is a fact of life, and with 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, relationships, 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.



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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. Companies may not be able to control all change, such as an 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 an opportunity in a situation, and being able to choose how they react to change. The choice really boils down to; companies leading from where they are and managing 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 may bring. Companies must find a way to get their employees engaged with change, through developing a Strategic Plan and deploying those plans through Kaizen Team building events. Leanovations teaches the Kaizen Team approach where companies embrace change by

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empowering employees to "Lead the Change", helping to create a culture focused on business success.



Companies must break away from their current state and develop a Strategic Plan to a future state of "Good" and "Great", with break through objectives, providing new emerging opportunities. The challenge is for companies to convince their employees that the new future state visions of "Good" and "Great" are 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 change is the key that unlocks the doors to innovations, excitement and growth 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 zone; 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 building 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 how the Leanovations team can assist your organization in adopting Lean, please call us at (860) 479-0293 or email us at [info@leanovations.com](mailto:info@leanovations.com). Visit our website at: [www.leanovations.com](http://www.leanovations.com).

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**Leanovations October 3-6, 2016 Lean Leadership  
Certification Class - SOLD OUT  
Next Class January 17-20, 2017**

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 October 3-6, 2016 is SOLD OUT, but we are already reserving slots for our next class scheduled for January 17-20, 2017 (Tuesday - Friday).

In today's fast paced world everything changes all the time. We believe a key part of Leanovations mission is teaching and coaching companies how to effectively address issues they face today and will face in the future, we call this "Transforming Tomorrow Today"!!!

Addressing change and improving the current state to a future state 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.



Recent LLC Graduating Class

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. 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 that there is always something you can learn, through networking and benchmarking, to be able to share and pass on to others. Since 2008 when we started offering our Lean Leadership Certification (LLC) Workshops we have had over 900 individuals attend and graduate from our LLC workshops from manufacturing, government and service organizations. We have enjoyed a very diverse group of attendees, with graduates from over 70 organizations, from 20 different states and 3 European countries.



The LLC Workshop is a fast-paced intense program with practical hands-on simulations. Participants visit World-Class Lean manufacturing companies each afternoon to hear from top management and the employees about the Lean journey, and tour the factories to see first-hand what it takes to become Lean.

If you are interested in attending any of the 2017 Lean Leadership Certification (LLC) classes the schedule for: January 17-20, 2017; May 22-25, 2017 and October 2-5, 2017

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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