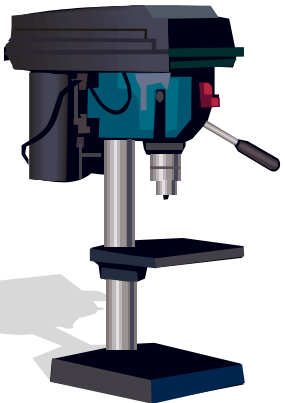
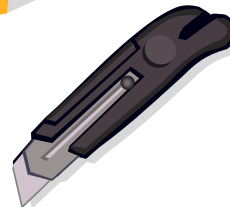
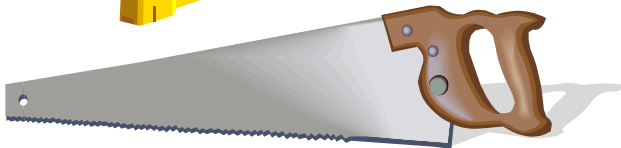
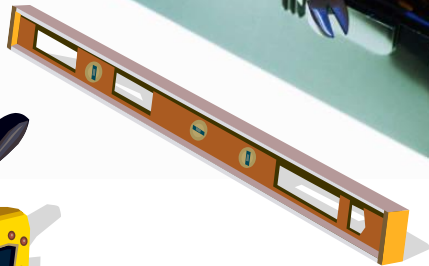
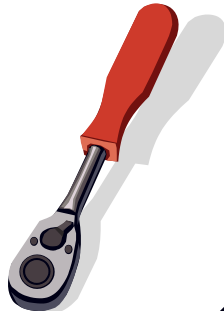


The People Side of Lean

Tools to Help You Move Beyond the Low-Hanging Fruit and Sustain the Journey



“Hard” Tools

“Soft” Tools

Diagnostic Tools

**People Management
Tools**



The Lean Journey Evolution

How Lean Can Grow within an Organization –
The Beginning Years



The People Side of Lean

Common Lean Journey Scenarios



“Hard” Tools

“Soft” Tools

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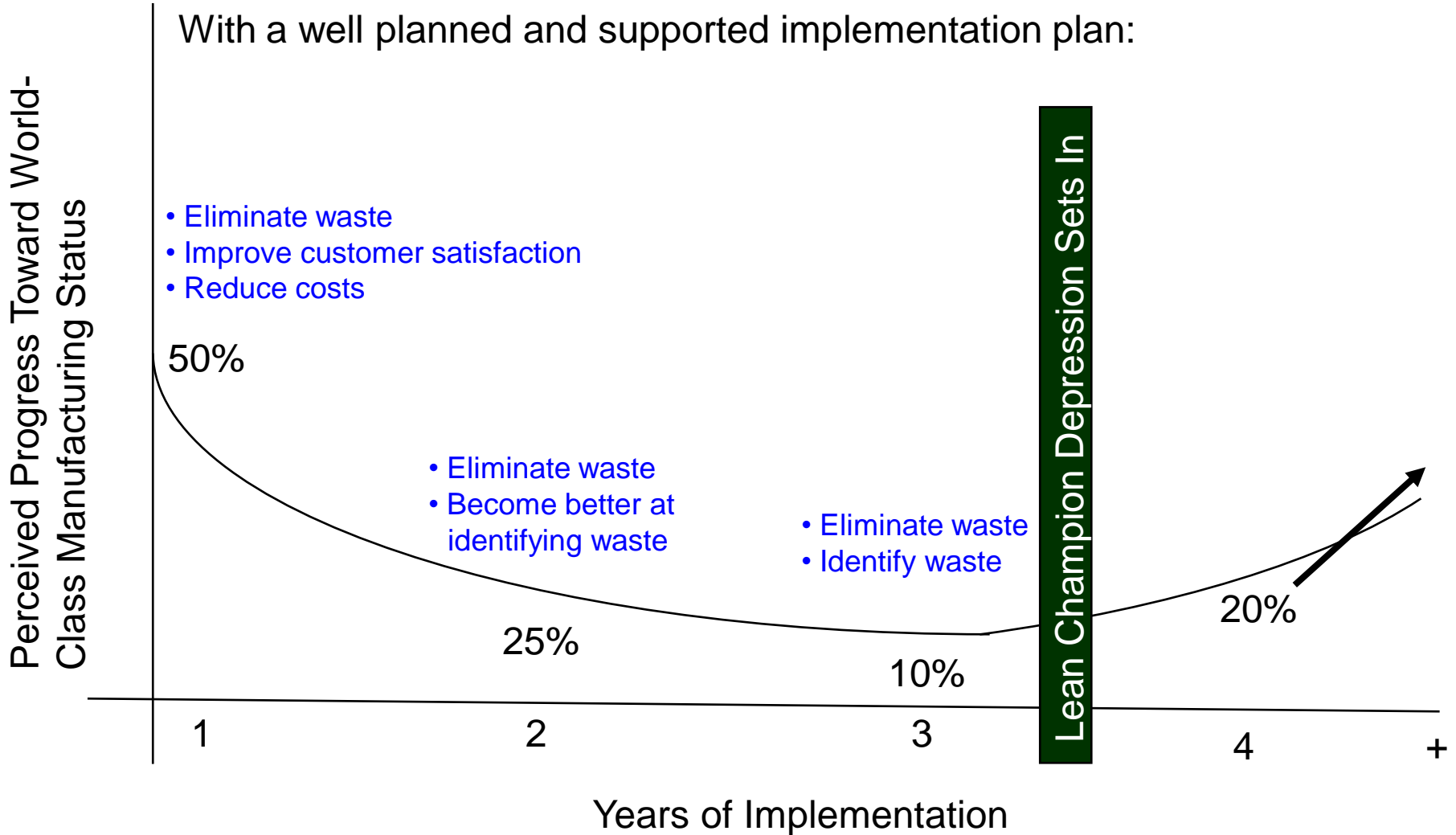


Common Lean Scenarios

1. The Journey starts off great but loses momentum after a certain period of time.



Lean Learning Curve Effect





Common Lean Scenarios

2. Departments leverage some easier Lean tools, like 5S, but soon hit a holding pattern.

The 5S's are the keys to workplace organization, housekeeping, and visual management. This concept consistently produces an organized workplace.

Sort **Straighten** **Sweep**
Schedule **Sustain**



Common Lean Scenarios

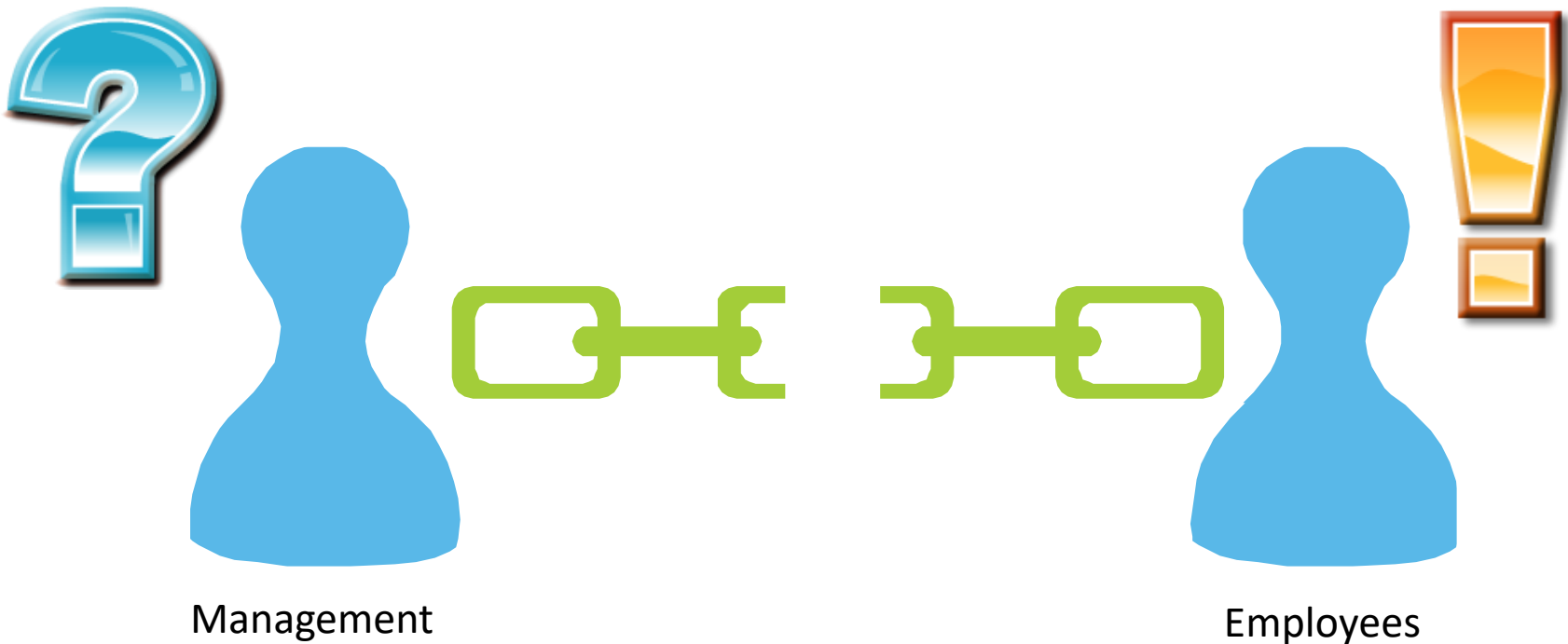
3. People flounder around without purpose, direction, or goals.





Common Lean Scenarios

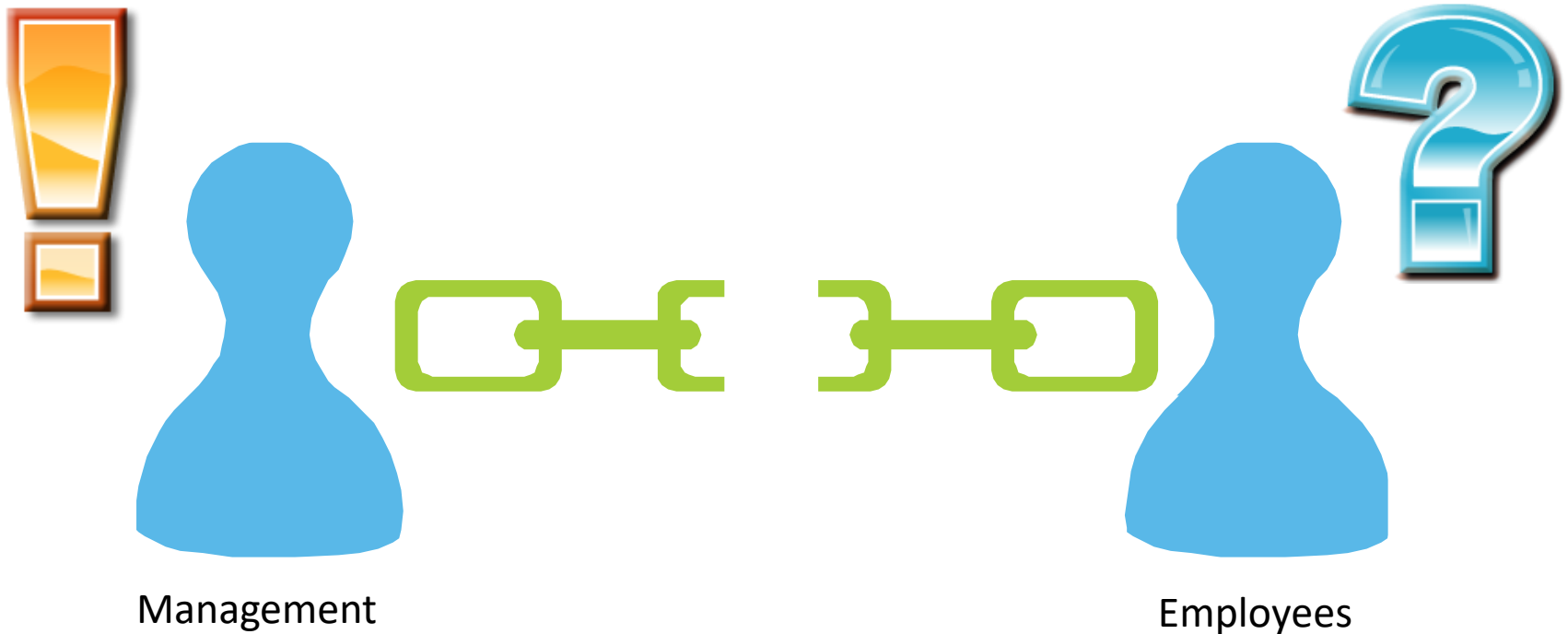
4. The Lean philosophy resonates well with employees, but management is disconnected.





Common Lean Scenarios

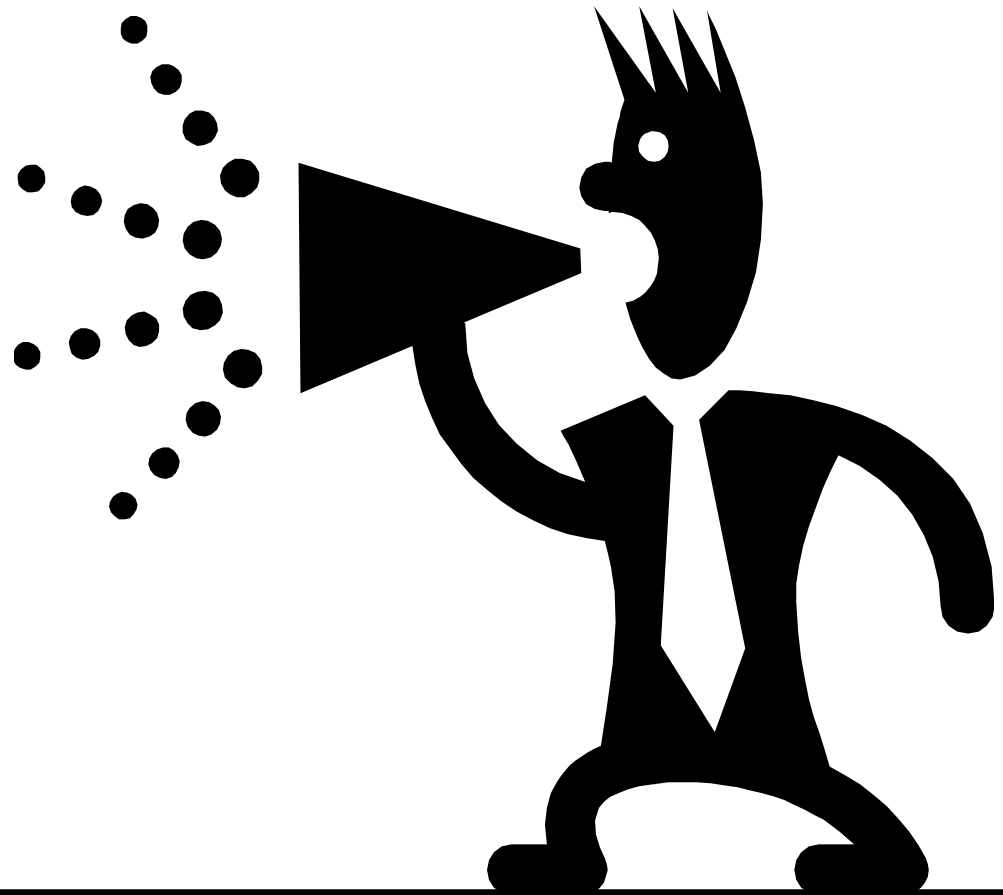
5. The Lean philosophy resonates well with management, but employees are disconnected.





Common Lean Scenarios

6. Lean never gets off the ground, despite talk. (All talk and no action)





Common Lean Scenarios

7. People spend the majority of their time looking for automation improvements.





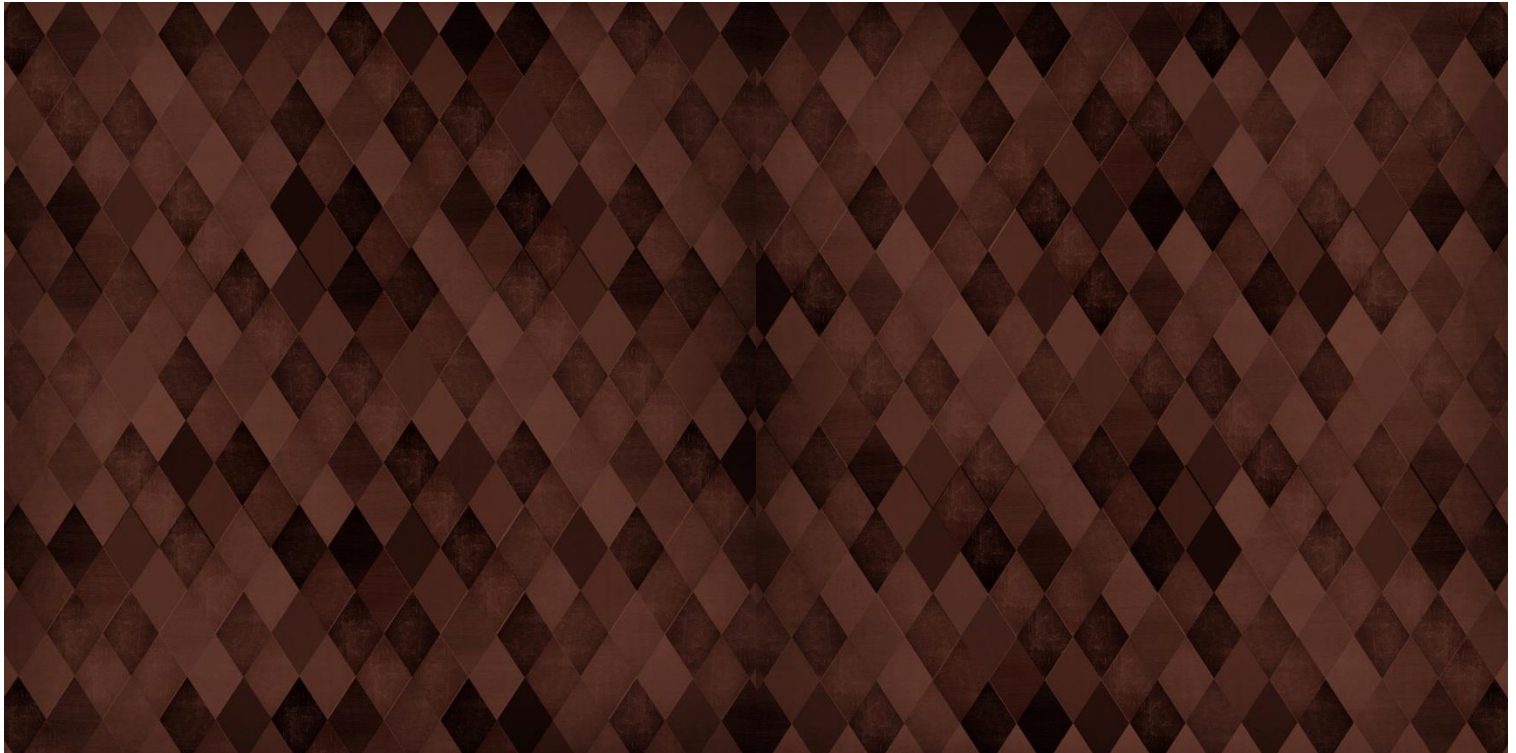
Automation and Icebergs





Common Lean Scenarios

8. Lean becomes woven into the culture and fabric of the organization and has met or exceeded expectations.





Common Lean Scenarios

In scenarios 1 through 7, there is a strong possibility for a Lean Implementation slowdown or stop.

However...



The Needs Still Exist

Employees still have:

- Issues / Challenges / Frustrations
- Ideas / Solutions

And they need a voice within the company.



The Ideas Are Still There

Lean promotes tapping into ideas at all levels of the organization and bubbling them up for action.





Changing Behaviors

Lean means getting people to change their behaviors of today for better behaviors tomorrow.





Lean = Combination

Lean is a combination of automation, “hard” tools, “soft” tools, people management tools, and diagnostic tools.



Sustaining Lean





Your Toolbox





For Long-Term Success

Must-haves for long-term Lean success are:

- Management Support
- Purpose/Goals/Direction
- “Hard” Tools Training
- “Soft” Tools Training
- People Management Tools
- Diagnostic Tools



Lean “Hard” Tools

5S

Kaizen

Value Stream Mapping



Lean “Soft” / People Tools



Barrier Analysis



Internal Positioning



Brainstorm Management

Perception



Change Management



Management

**Communications
Management**



Priority Management



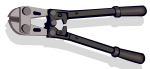
Process Analysis



Decision Analysis



Skills Analysis



Delegation Management



Strategic Planning



Employee Awareness



Task Management



Employee Recognition



Team Management





Diagnostic Tools





Access to the Diagnostic Tools

Contact Patrick Seaton at
Innovative Management Tools

[Patrick Seaton | LinkedIn](#)

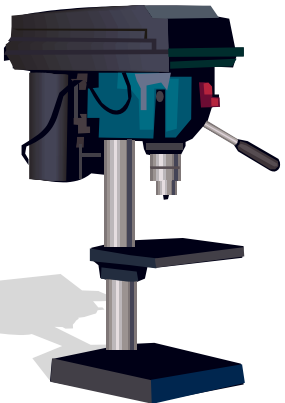
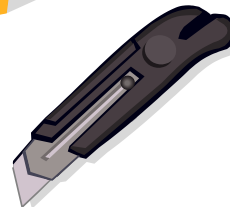
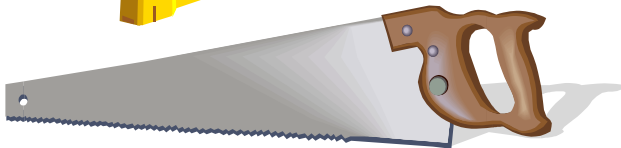
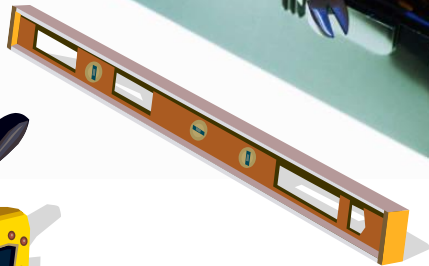
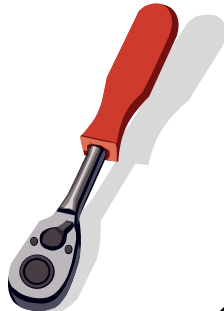


INNOVATIVE
MANAGEMENT
TOOLS™

Frameworks for Focused Conversations

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