Continuous Improvement Leadership

CIL
CONTINUOUS IMPROVEMENT LEADERSHIP

Program Information

LEAN LEADERS PLUS

There are few factors that influence an organization's success more than the skills and behaviors of its leaders.

Yet, many organizations focus much of their resources elsewhere and invest vast amounts of time and money in automation, computer systems, re-engineering, etc. Organizations launch one initiative after another - each promising to dramatically improve performance. While many of these initiatives are worthwhile, *what often gets overlooked is the importance of the leader in making the initiative a success*.

Poorly equipped leaders cannot deliver what the organization needs, which frustrates managers, employees, customers, and themselves. However, they are not always to blame. When we look closely, we find several common organizational issues that cause leaders to struggle in their role. Many leaders:

- Were promoted for being a great individual contributor but received little training on essential leadership skills.
- Mimic those that came before using an ambiguous definition of leadership.
- Believe their value is fighting fires, and get over-recognized for it.
- Fly blind without measuring what is most important to the organization.
- Have not been taught how to set clear expectations, provide feedback, and hold people accountable.

Poor leadership costs companies about 7% of annual revenue.

Fortunately, these issues can be resolved. Most people in leadership roles are capable of learning and applying skills that meet the needs of their managers, employees, and customers.

Benefits of CI Leadership Development
For Your Organization

Where is your organization on the CI journey? ...Not started? ...Just starting? ...On the journey, but struggling? or ...Doing well and want to advance to the next level?

Regardless of where you are on your journey, you know - or will know - your organization will only *experience the greatest CI success if you have well developed CI Leaders* to guide your efforts. With skilled leaders in place, you will achieve your goals:

- Improve customer's experience
- Improve business productivity
- Develop team members
- Transform to a high-performance culture
- Strengthen financial results
- Increase market competitiveness
- Enable smart growth
- Lessen the impact of the labor shortage

Everything we do is to improve **FOR** our customers, employees and shareholders

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Benefits of CI Leadership Development
For Your People

Where are your leaders on the CI journey? Their skills and mindset have an undeniable impact on those they lead as well as the success of your organization.

Skilled CI Leaders result in:

- High-performance teams
- Positive influences
- Constructive conflict; less unhealthy conflict
- Satisfaction and fulfillment for themselves and those they lead
- Happier and more effective employees
- Clarity of purpose and expectations
- Improved collaboration & communication
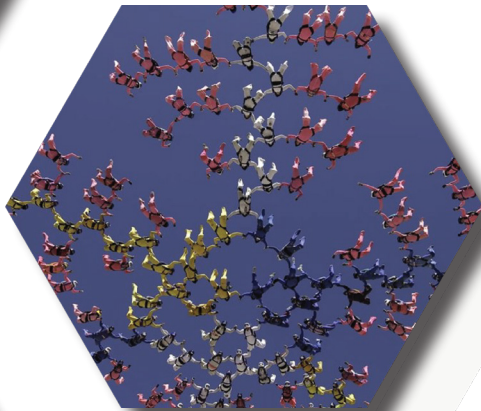
Trained CI Leaders are more:

- Confident
- Empathetic
- Self-aware
- Pro-active
- Trustworthy
- Credible
- Intentional

Continuous Improvement tools don't work without leadership!

4 Big CIL Ideas
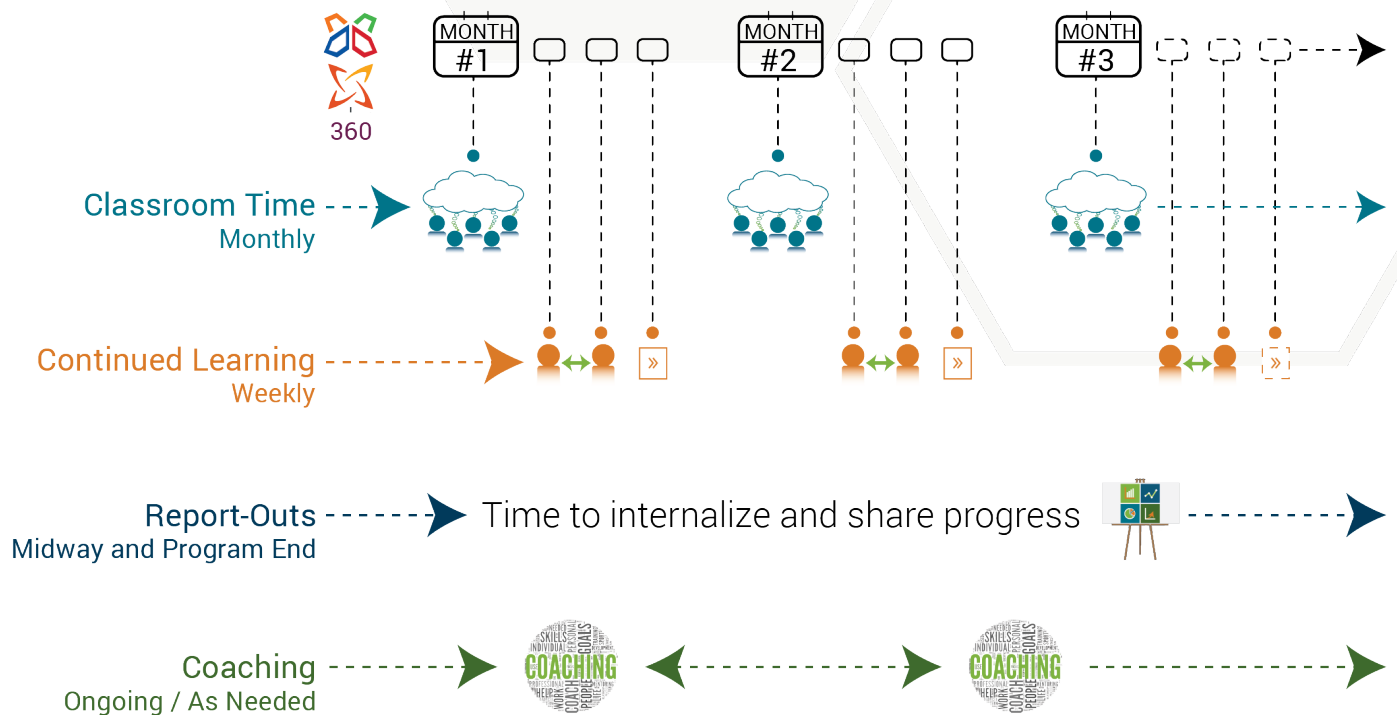
Lead **YOURSELF**

Lead the **TEAM**

Lead **IMPROVEMENTS**

Lead **PEOPLE**

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CIL Development and Program Approach

- Start the process with participant assessments
- Combine Leader Development and CI methodology modules
- Combine classroom learning and doing
- Receive training and coaching
- Complete improvement projects with results
- Alternate between CI and Leadership skills
- All leaders participate in CIL

360

MONTH #1   **MONTH #2**   **MONTH #3**

Classroom Time
Monthly

Continued Learning
Weekly

Report-Outs
Midway and Program End   Time to internalize and share progress

Coaching
Ongoing / As Needed

LEGEND

360 **Assessments**   **Peer Accountability**   » **Applications**

Classroom   **Leadership Engagement**   COACHING **Coaching**

CIL Module Options

Overview
- Foundations of Leadership
- Continuous Improvement 101

Self-Leadership
- Transition to CI Leader
- Effective Self-Leadership
- Optimized Personal Effectiveness
- Leadership Character

Team Leadership
- Team Building
- Hoshin Planning
- Meeting Rhythms
- Key Performance Indicators
- Effective Meetings
- Effective Presentations

Improvement Leadership
- Process mapping
- 5S Workplace Organization
- Standard Work Essentials
- Excel for Leaders
- A3 Thinking
- Introduction to Kaizen

People Leadership
- Leadership Coaching
- Holding People Accountable
- Conflict Resolution
- Effective decision making
- Leading through Change

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Sample CIL Schedule

Month	Delivery Day	Coaching Day	Module
MAY	15-16	29	Leadership Foundations, CI 101, Transition to CI Leader, Leading Through Change, and Introduction to Assessments
JUN	16	30	Optimizing Personal Effectiveness, NAB & MBTI Debrief, and Kick-Off 360
JUL	10-11	25	Leadership Character & Coaching
AUG	11	30	Process Mapping & 5S
SEP	21	30	Holding People Accountable
OCT	9	28	Teambuilding & Mid-CIL Program Report-Outs
NOV	14	30	Standard Work Essentials
DEC	14	21	A3 Problem Solving & 360 Debriefs
JAN	15	23	KPI's & Excel for Leaders
FEB	11	24	Effective Decision Making
MAR	12	25	Kaizen & Effective Faciliation
APR	13	24	Effective Presentations, Final CIL Report-Outs, and Celebration

Summary

- Leaders must lead ourselves well before we can lead others effectively
- CI Leadership is a must to effectively move your organization forward on your Continuous Improvement journey
- Leadership effectiveness is based on character and competency – we are remembered for both!
- Leaders need to be competent in leading their team, improvements, and people
- Self-awareness is the beginning point of self-development

Lean Leaders Plus is a management consulting firm that improves business performance by creating a continuous improvement culture with our partner clients. We work with leadership teams to create a unified vision with well-defined strategies that are effectively executed to create an organization based on sustainable improvements.

Our approach is the best in the industry because of the diverse and integrated services we offer. Lean Leaders Plus is the ultimate results-oriented consulting firm that develops organizations where continuous improvement tools like Lean and Six Sigma thrive.

Whether you need a fractional Improvement Leader, a more hands-on improvement facilitator, or something in between, Lean Leaders Plus is known for developing highly effective strategic partnerships with our clients to deliver lasting results.

Lean Leaders Plus Services

Leadership Development

Equipping leaders with the right skills and mindset to be an effective CI Leader.

Process Improvement

The endless pursuit of perfection in every process within the business for ongoing scalability and sustainability.

Team Development

High levels of trust, credibility and respect across the team with healthy conflict and a focus on results.

Executive Coaching

Partner with executive leaders to advise and coach through the CI transformation.

Strategic Planning

A practical plan aligned with the organization's vision that is executed on a daily basis to achieve breakthrough results.

Fractional Improvement Leader

Leading your organization in strategies from strategic to tactical with the goal of improving the business.

What Others are Saying

"Lean Leaders Plus has delivered fast results through building strong relationships with my team faster than I ever expected. Shannon is a strong, results-oriented leader with great people skills."

John Emholz, CEO

Messer Cutting Systems

"We view Lean Leaders Plus as an extension of our team, not an outsider. With the help of our new partnership, we all came to the realization that we needed to work on creating the environment that supports more trust, teamwork, respect, learning and openness. We now believe that this environment will make the Lean tools much more effective."

John Anton, President

Anton Cabinetry

"Working with Lean Leaders Plus has been a fantastic experience. In a very short period, we are already experiencing significant improvements to all key metrics. I would highly recommend Lean Leaders Plus to anyone looking to improve their processes."

John Lacy, COO

Tandy Brands

LEAN LEADERS PLUS

Process • People • Performance

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- Founded Lean Leaders Plus in 2016
- Mechanical Engineer with MBA
- Lean Expert and Six Sigma Master Black Belt