Leadership Panel Presentation

Hixson Metal Finishing

1.1.4 Continuous Improvement Management

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✈ How does your organization select improvement priorities and review progress on improvement initiatives?

✈ How are process owners, master trainers, and strategic champions included in this process?

✈ How are improvement projects and teams selected and given direction?

✈ How is a standard problem-solving model deployed throughout the organization?

✈ How are recognition and sharing of key learning accomplished?

✈ How are process improvement ideas solicited, reviewed, approved, and implemented?

✈ How is a high level of workforce participation ensured?

✈ How are improvement suggestions recognized?

✈ How are suggestions made visible in work areas?

1.1.4 Continuous Improvement Management

✈ Or more simply put…

✈ How do we:

Select

Prioritize

Staff

Implement

Evaluate

(**SPSIE** for short)
Our Continuous Improvement Process

Our Key Practices

✈ Kaizen Events

  ✈ Eliminating Waste (Rapid Improvement)

✈ 6S Events

  ✈ Organization & Cleanliness (Rapid Improvement)

✈ Lean Six Sigma Projects

  ✈ Reducing Variation (Long Term)

Our Key Practices

✈ Standard Work Training Programs

✈ C/I Project Prioritization Matrix

✈ Continuous Improvement Schedule

Our Key Practices

✈ **<u>C/I Communication Methods</u>**

   ✈ Kaizen Report Outs

   ✈ Department Dashboards

   ✈ Improvement Wall

   ✈ TV Monitors Throughout Production

   ✈ Graduation Ceremonies

Our Key Practices

Overarching Improvement Methodology

PLAN **D**O **C**HECK **A**CT

Things We Did Right

✈ Monthly 6S Audits

✈ Measuring/Controlling Results (Dashboards)

✈ Process Owner Leadership

Things We Did Right

✈ Employee Involvement in Decision Making

✈ Employee Recognition – Graduation

Ceremonies, Improvement Board, TV Monitors

✈ Kaizen Event Follow-up

Things We Learned

✈ Plan your improvement project – then add 30% more time than you planned for!

✈ Spend 80% of your time on the **P** of **PDCA.**

✈ Don't implement improvements in a vacuum.

Questions

Thank you!

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