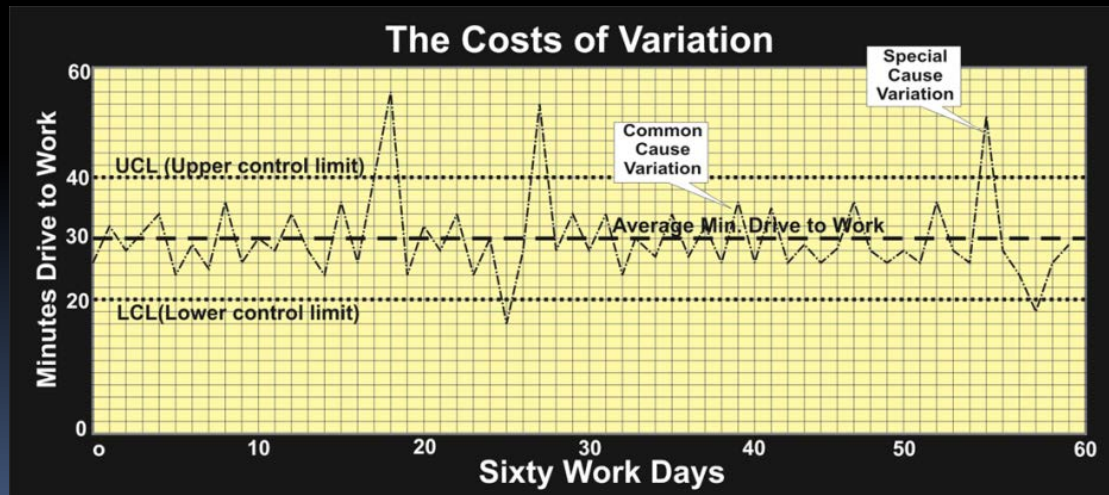
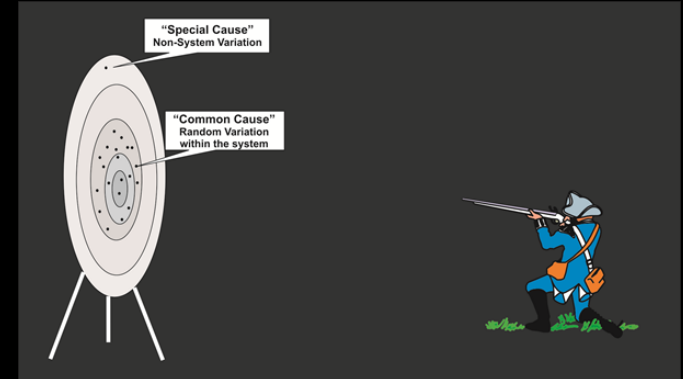


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# CREATING LEAN CULTURE: HOW TO APPLY BEST PRACTICES TO YOUR ORGANIZATION PART TWO

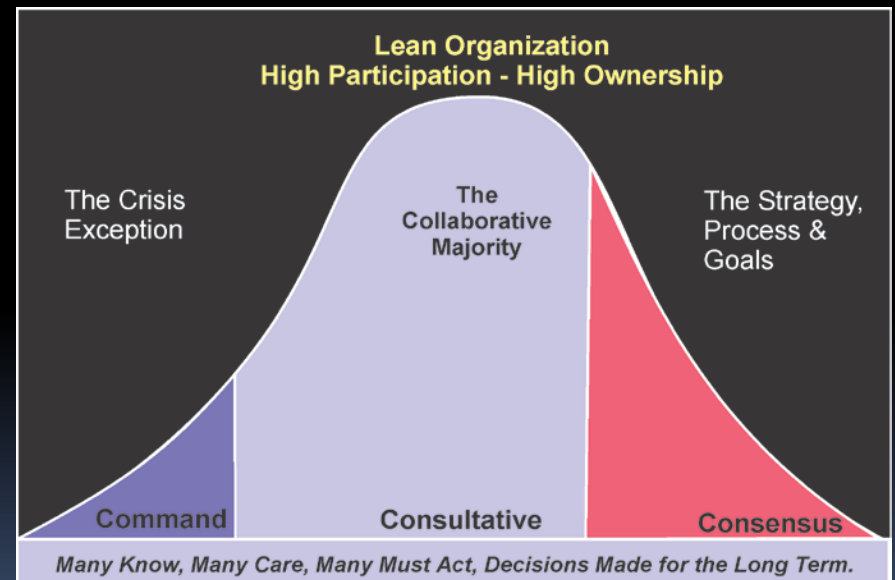
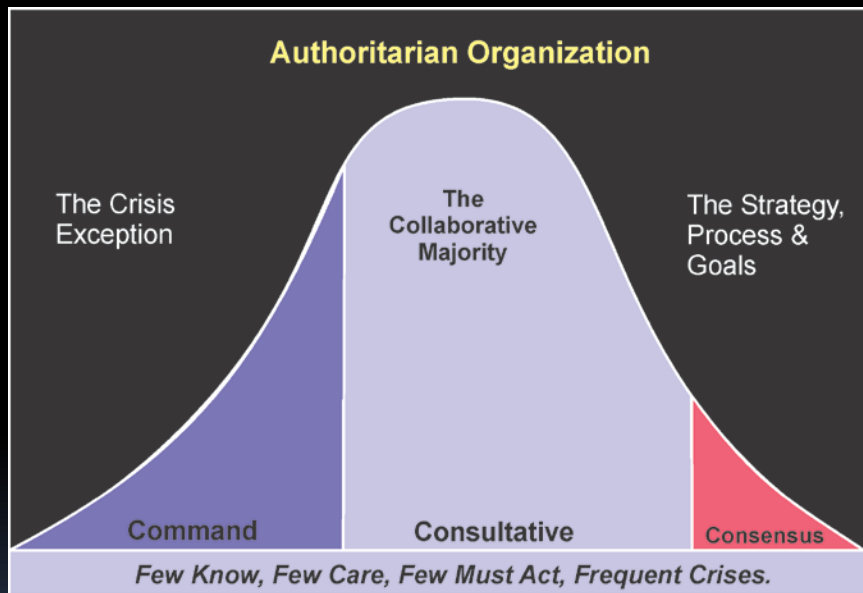
# Lean Culture is...

- the analysis and reduction of variances in quality, cost, and from principles or cycle time.



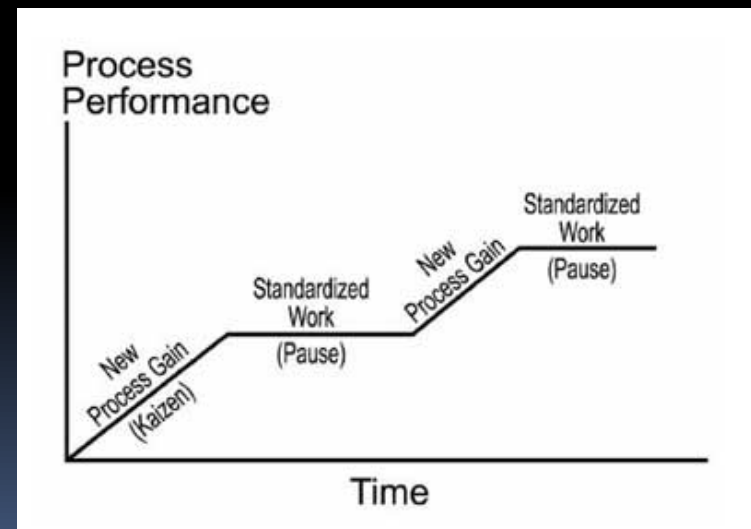
# Lean Culture is...

..a change in culture from traditional management styles to high participation - high ownership.



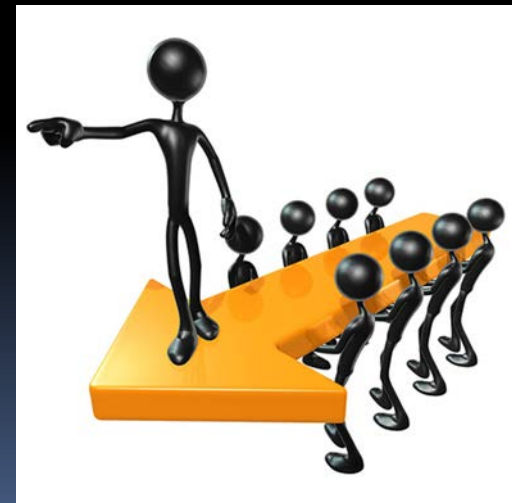
# Lean Culture...

- Is supported by *Leader Standard Work*
- An essential component of “lean” organizations is defining standard ways of doing things. This reduces mistakes and facilitates learning through planned experimentation, rather than constant re-learning.



# What is Leader Standard Work?

- Leader Standard Work does exactly the same thing for the work of managers. It defines those things that have proven to be best practices on a daily, weekly, or monthly basis for managers or leaders at each level of the organization.
- It creates consistency and removes uncertainty.
- It creates a disciplined process of management.



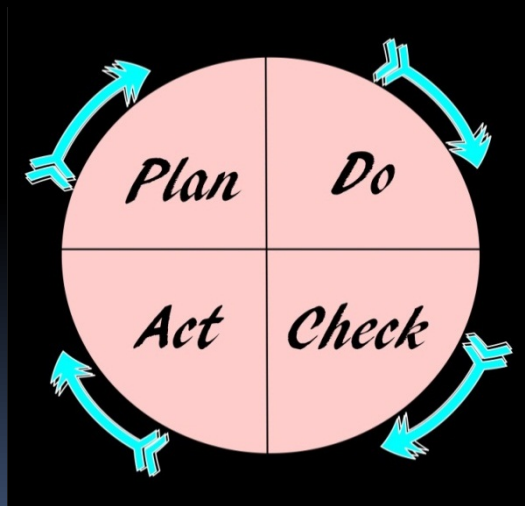
# How Much Time is Devoted to Standard Work?

This is a possible, or typical, percent of time devoted to LSW. However, this is not meant to be a "rule." Each organization and each position is different and will have some unique requirements.

<b>Position</b>	<b>% Time Devoted to Standard Work</b>
Executive Management	5-15%
Plant Management	15-25%
Area or Department Managers	20-40%
Support or Technical Contributors	30-50%
Team Leaders/Advisors	60-80%
Operators - 1st Level	80-100%

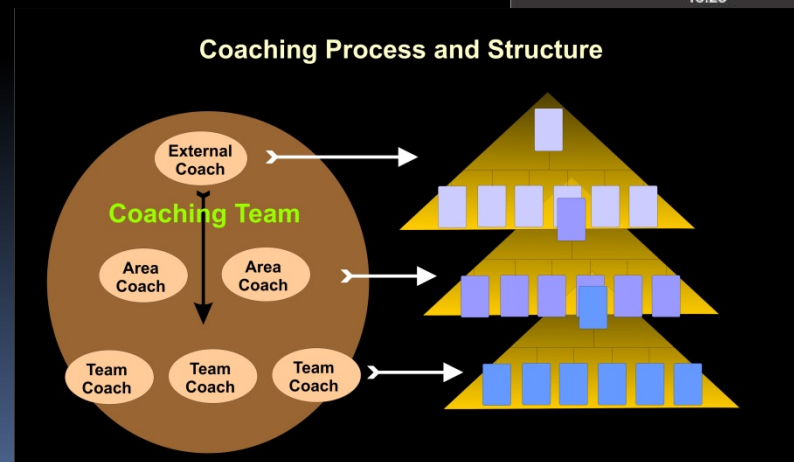
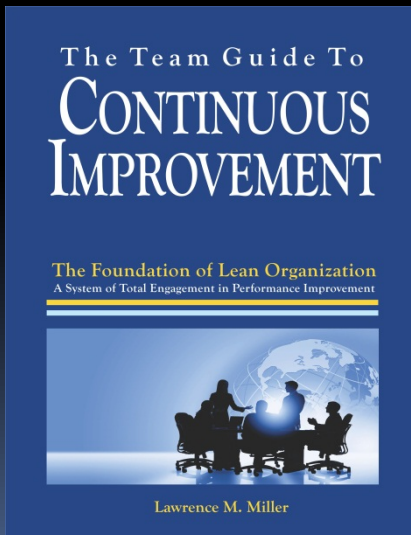
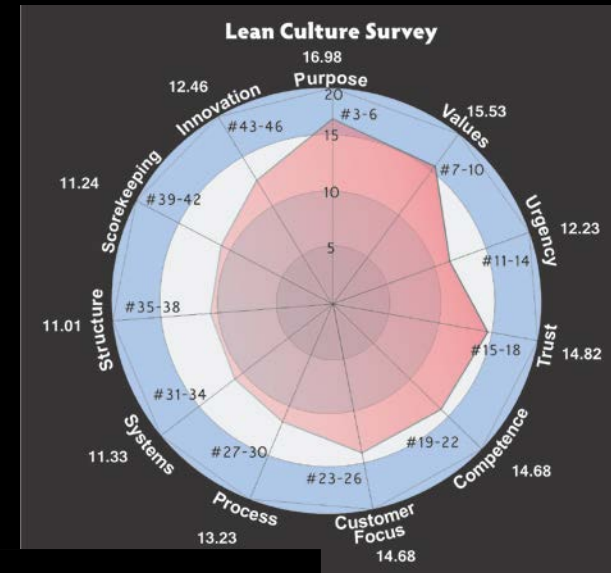
# Lean Culture is...

- ...continuous improvement at ALL levels, in ALL functions.



# Where to Begin the Process:

1. The Lean Culture Survey is a good starting point to develop lean culture.
2. Training plus coaching builds internal capacity.





3. You need a customized plan, based on your realities.

That plan needs to include a strategic view of your systems, structure and symbols.

It also must address the daily habits and skills of managers and all employees to engage in systematic continuous improvement.

