

Current



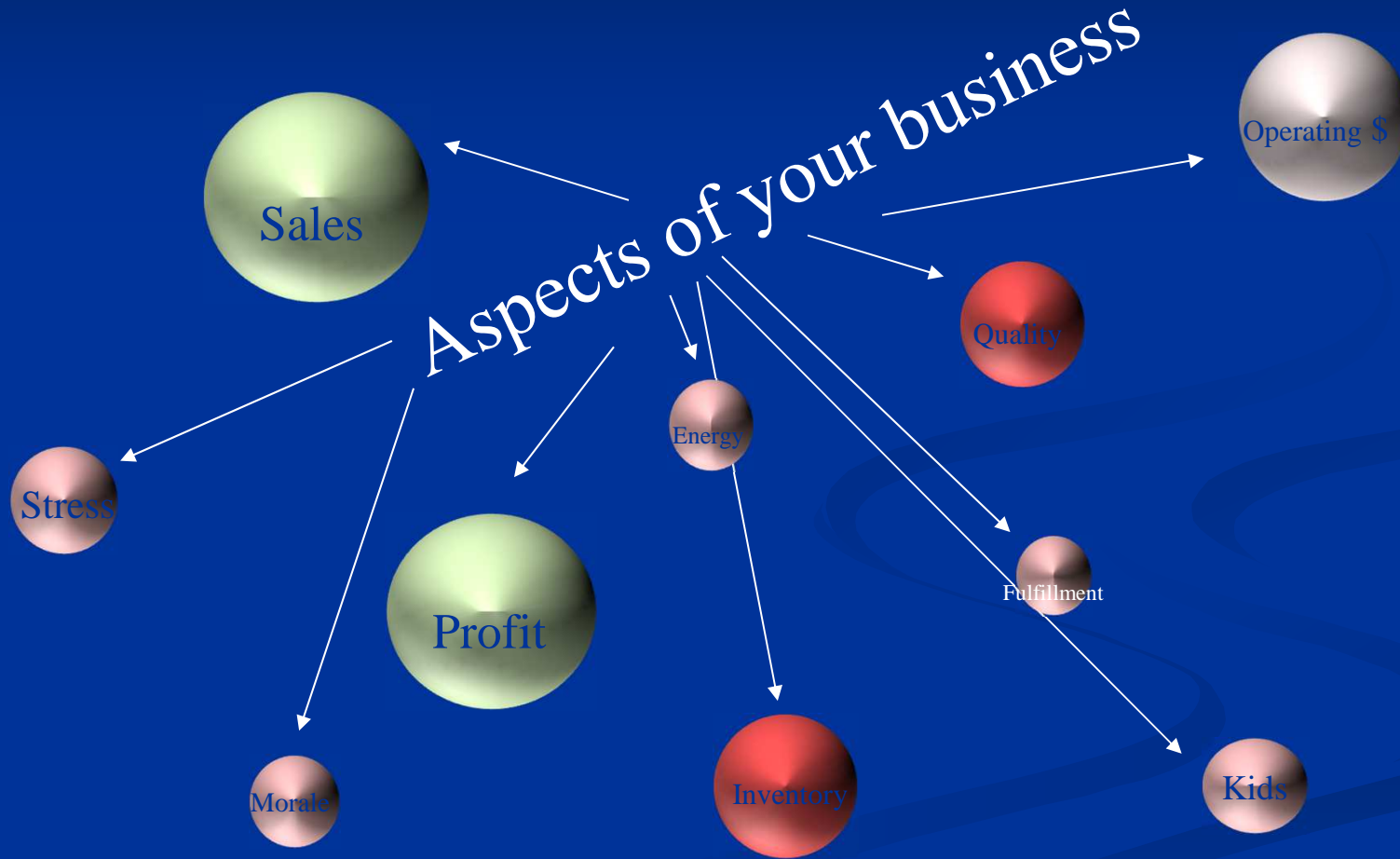
of thought

To increase PROFIT, we must increase:

Sales

ABC Closet Company

Current State: Need to Grow the Business!

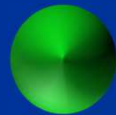


ABC Closet Company

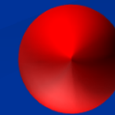
Current State: Need to Grow the Business!



Colour = State of your Health



=

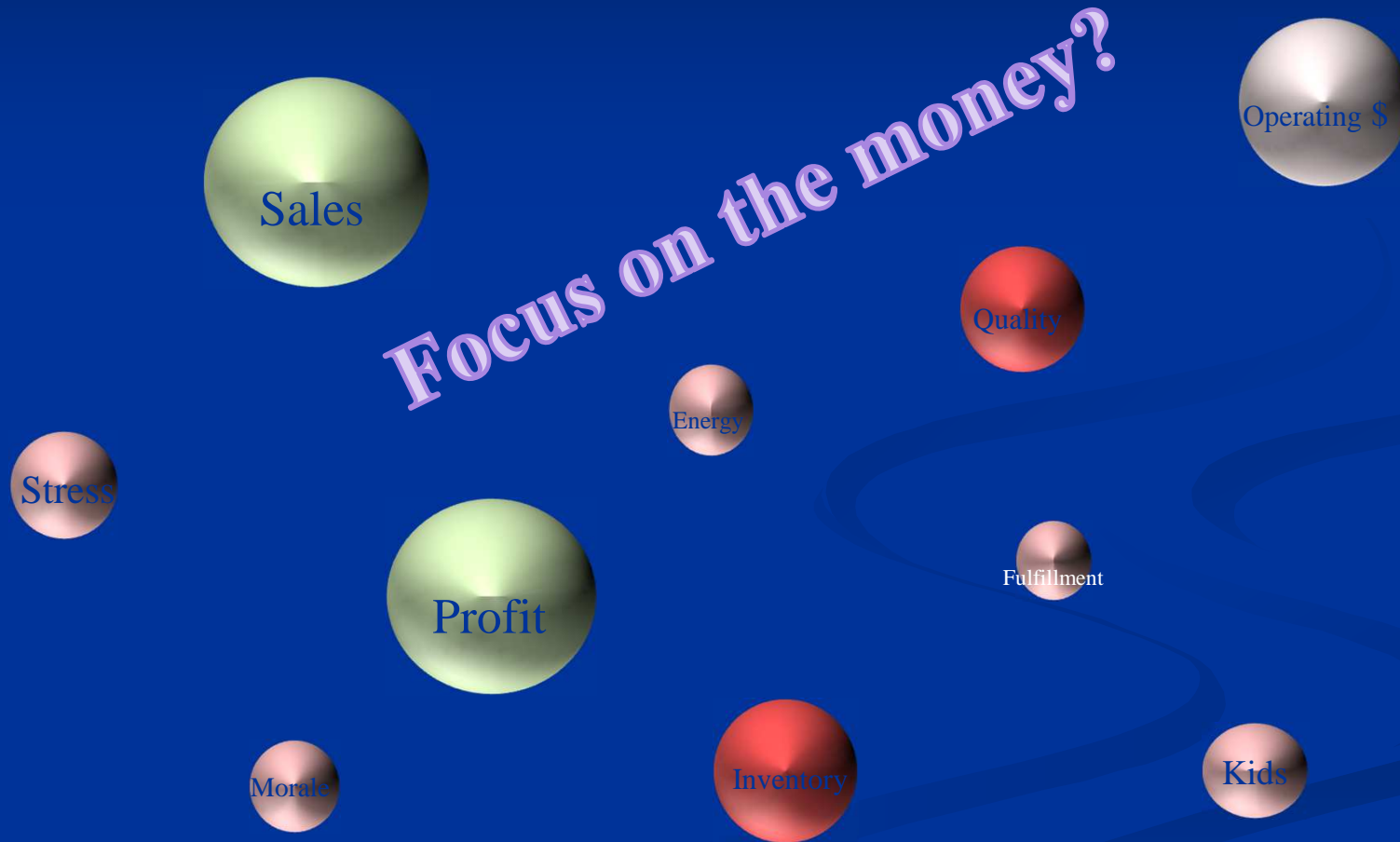


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ABC Closet Company

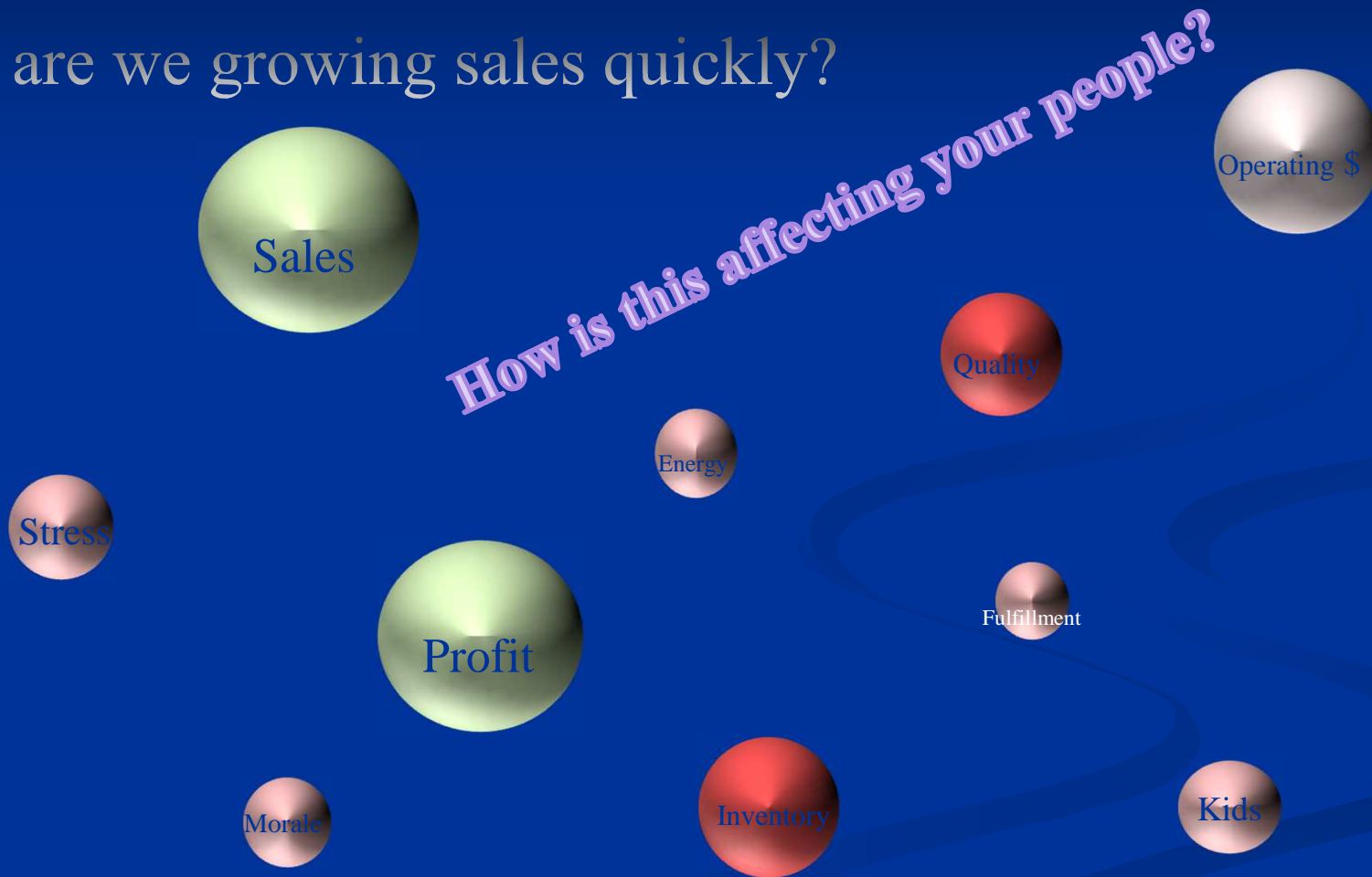
Current State: Need more Sales!



ABC Closet Company

Current State: Need more Sales!

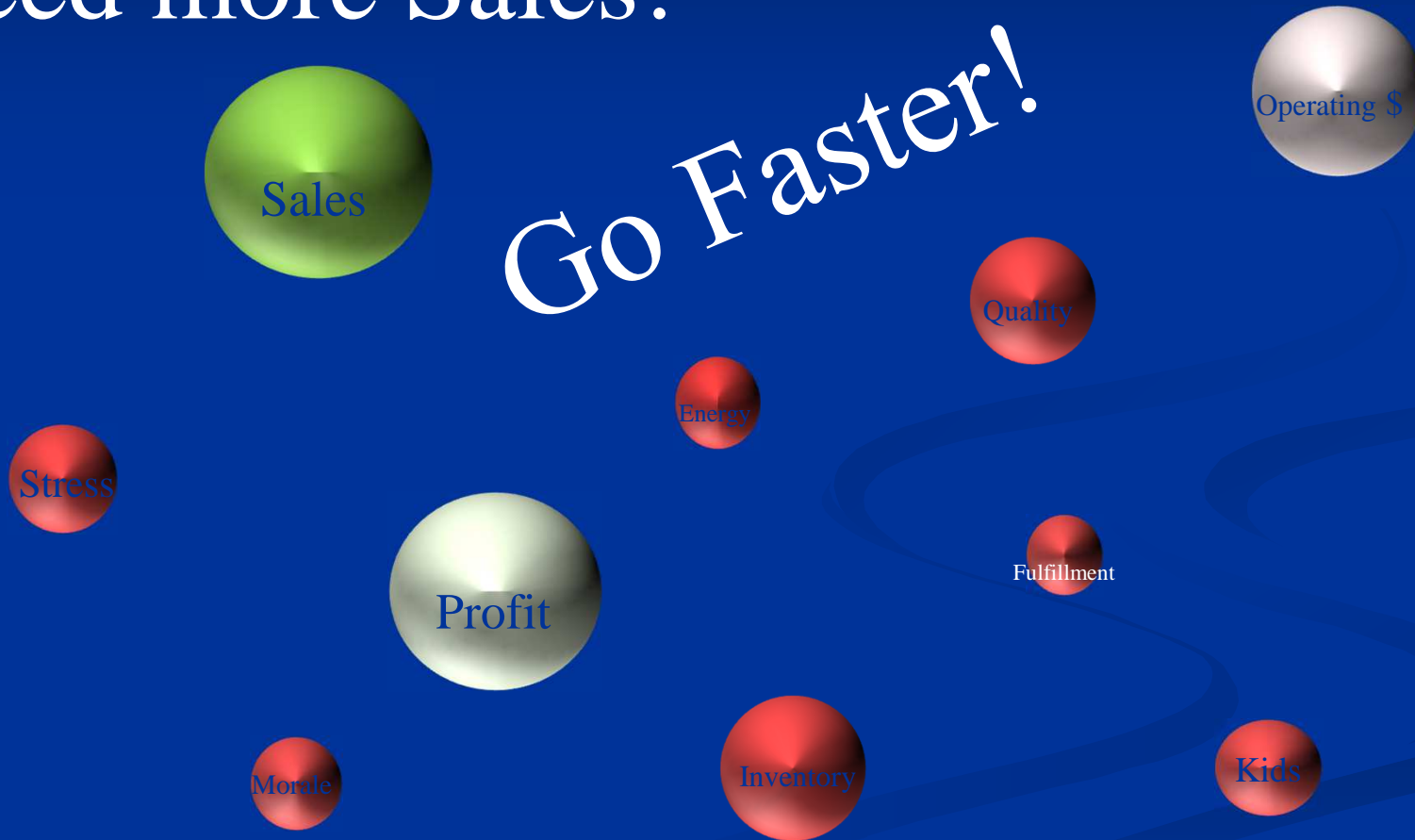
How are we growing sales quickly?



ABC Closet Company

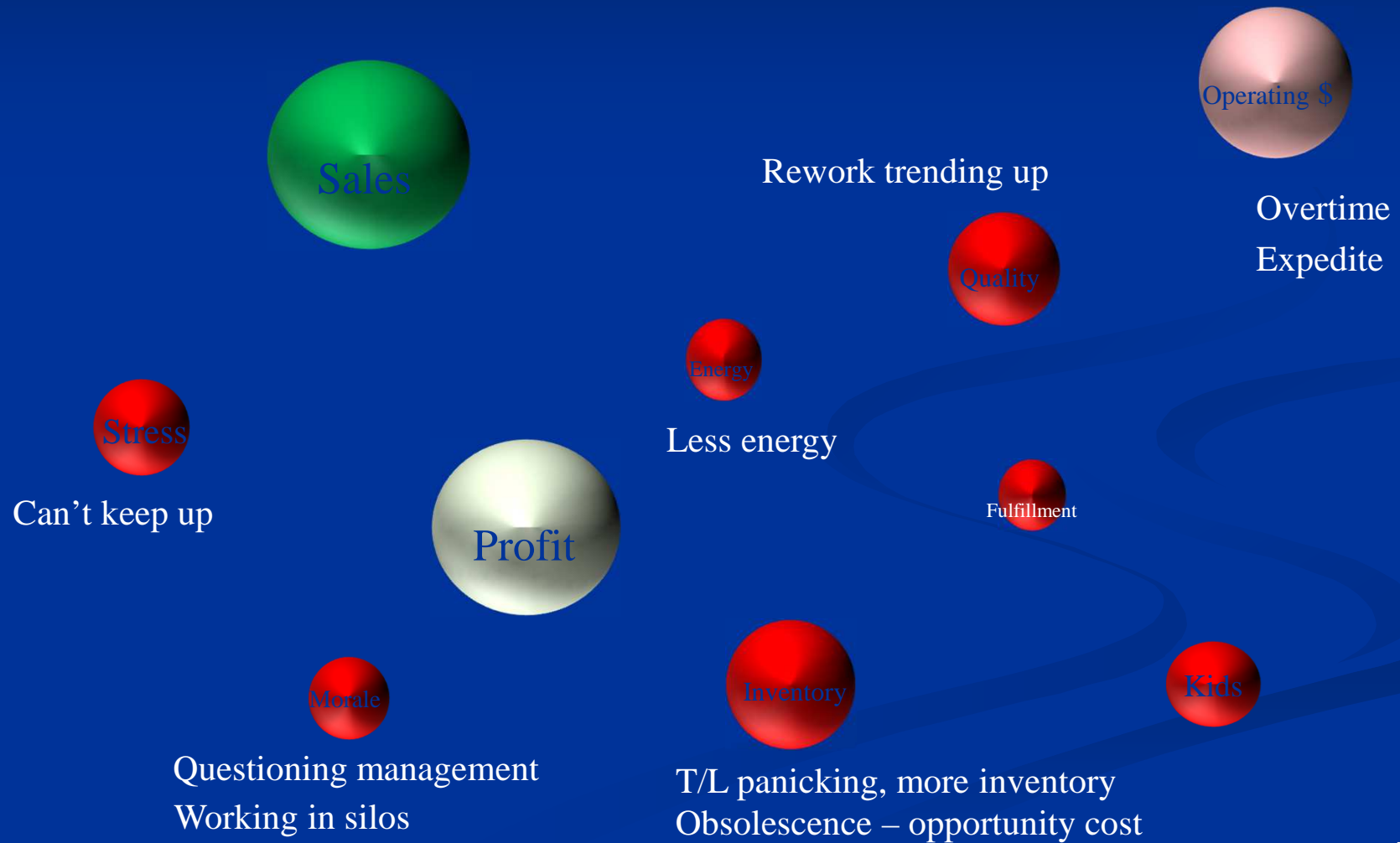
Current State: Need more Sales!

Need more Sales!



ABC Closet Company

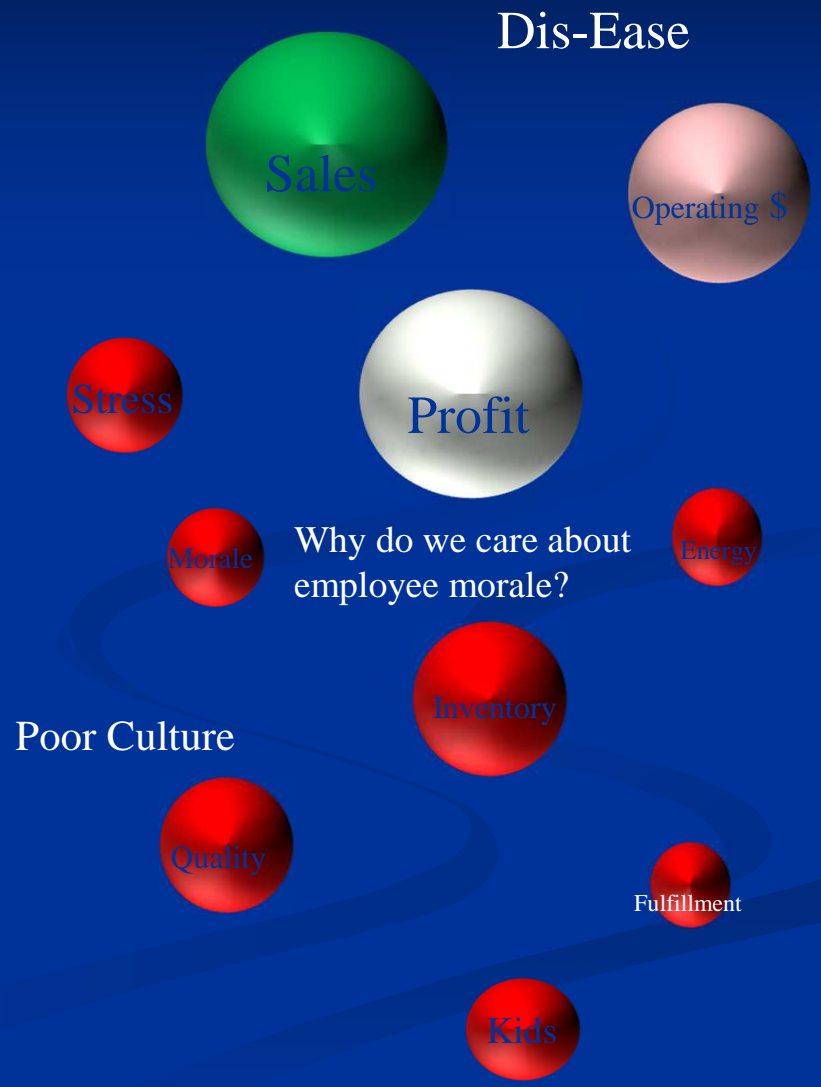
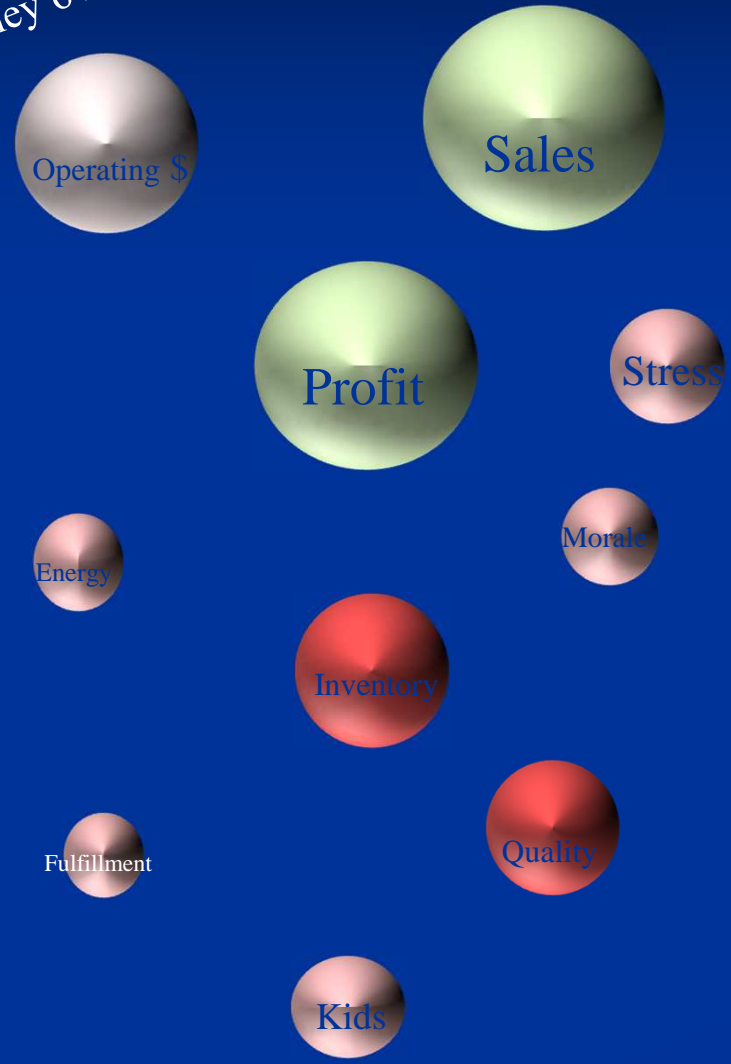
Current State: Need more Sales!



Cheaper, Faster, Better, Easier – put money over our people

ABC Closet Company

Result: More Sales = More Problems



Video

Cheaper, Better, Faster, Easier



Future



of thought

To increase PROFIT, we must simultaneously increase

Throughput

and decrease:

Inventory & Expenses

ABC Closet Company

Current State: Need more Sales!

We get a 'Do Over!'



ABC Closet Company

Current State: Decision to Start Lean Journey

Focus on the people, your only asset that really matters

Unlimited potential
Least tapped



Excited to be part of a 'winning' team

Empowered to make changes

Management trusts

Easier = positive affect on all of these bubbles

Collaborative Team

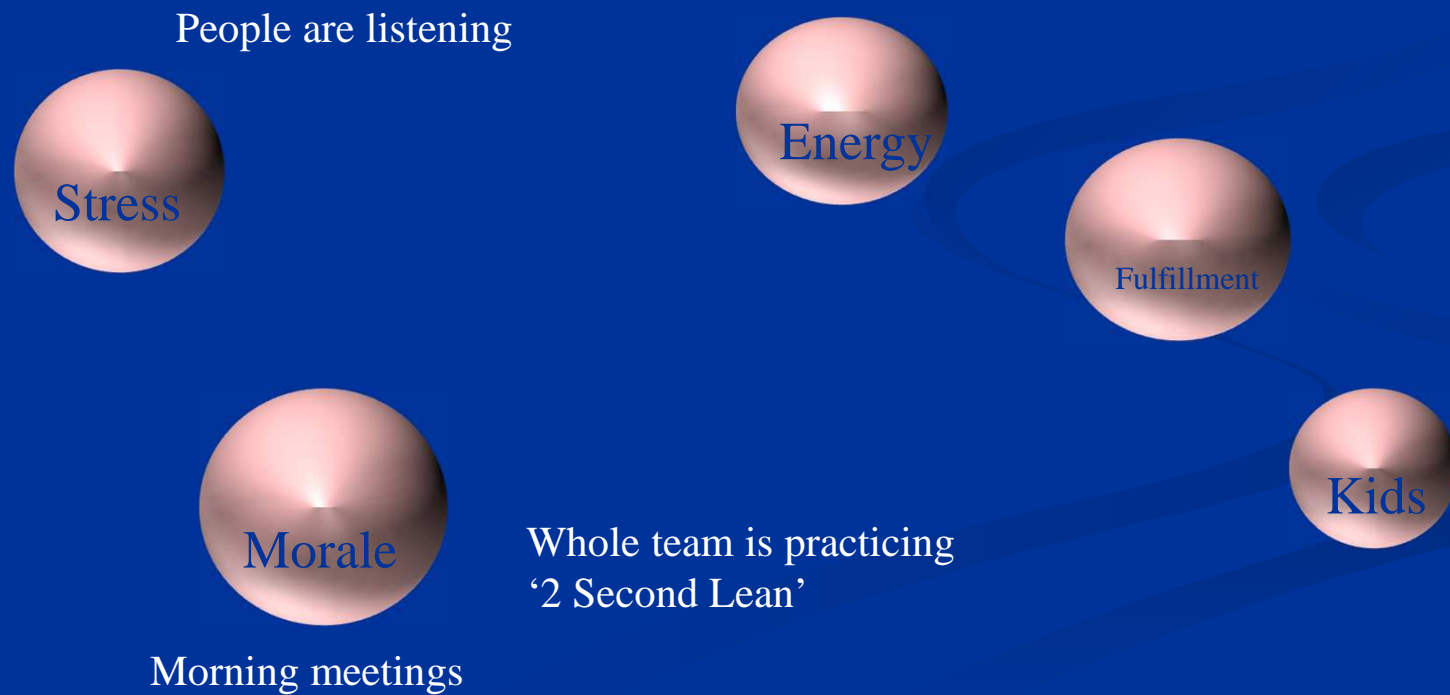
Less overtime

Investing in growth

ABC Closet Company

Current State: Decision to Start Lean Journey

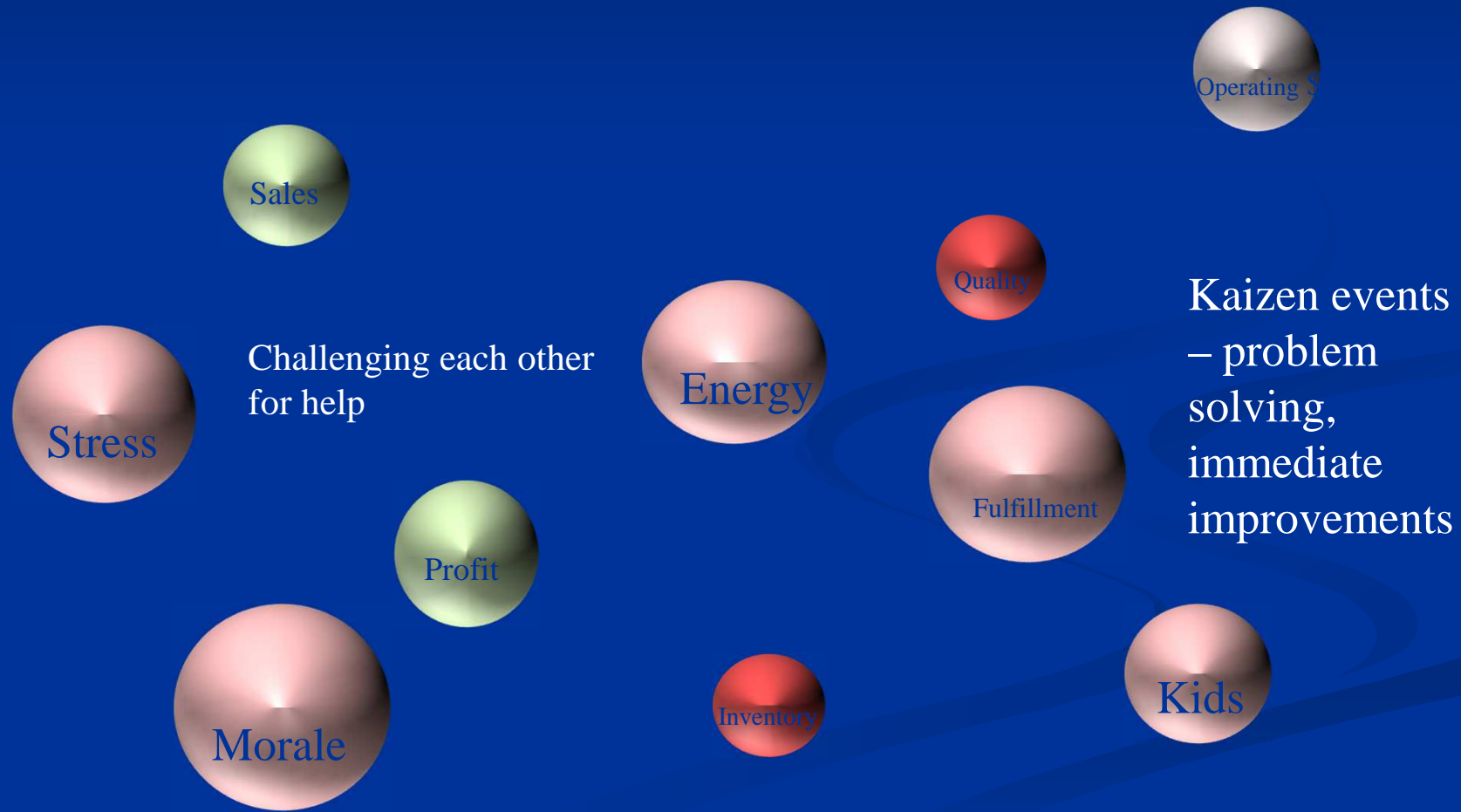
Focus on the people, your only asset that really matters



ABC Closet Company

Current State: Decision to Start Lean Journey

Whole team has been trained 'Introduction to the tools and concepts of LEAN

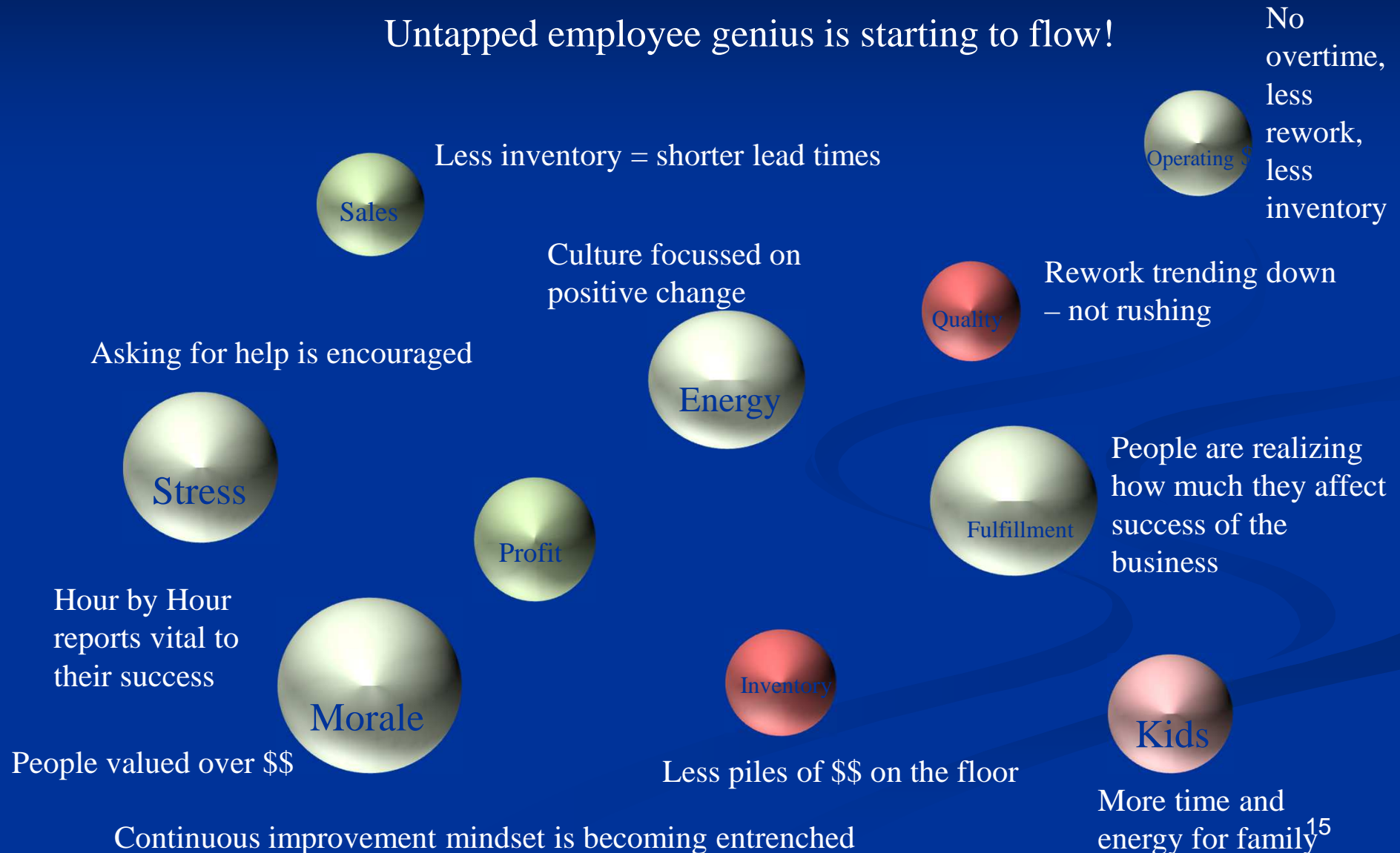


Culture is shifting from 'silos' to community!

ABC Closet Company

Current State: Started Lean Journey, Changed Focus to People

Untapped employee genius is starting to flow!



ABC Closet Company

Current State: Started Lean Journey, Changed Focus to People

It's settled. No one wants to go back to the old way of doing things!

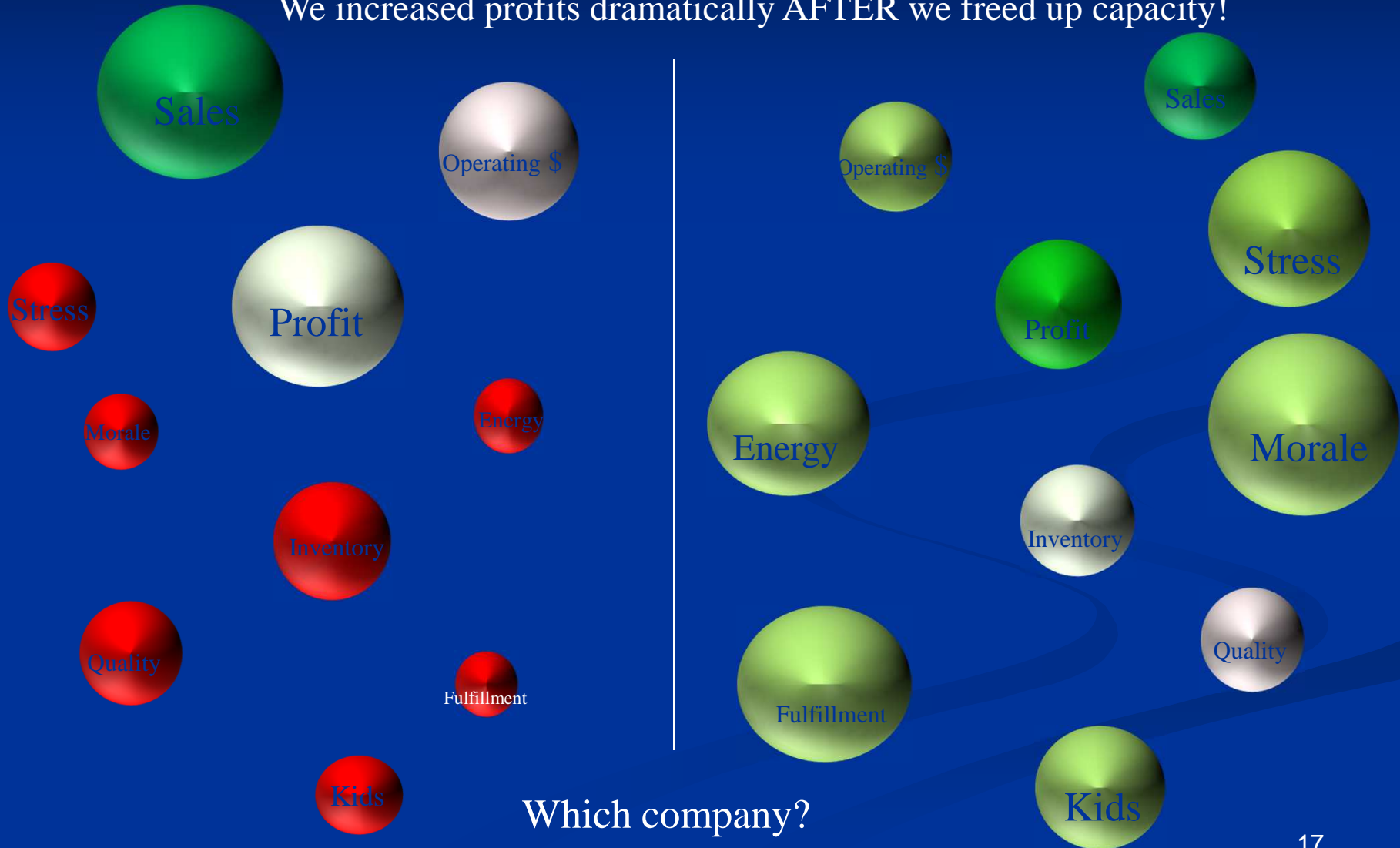


[Video](#)

ABC Closet Company

Result: Focussed on People and Everything got BETTER!

We increased profits dramatically AFTER we freed up capacity!



Easier, Better, Faster, Cheaper



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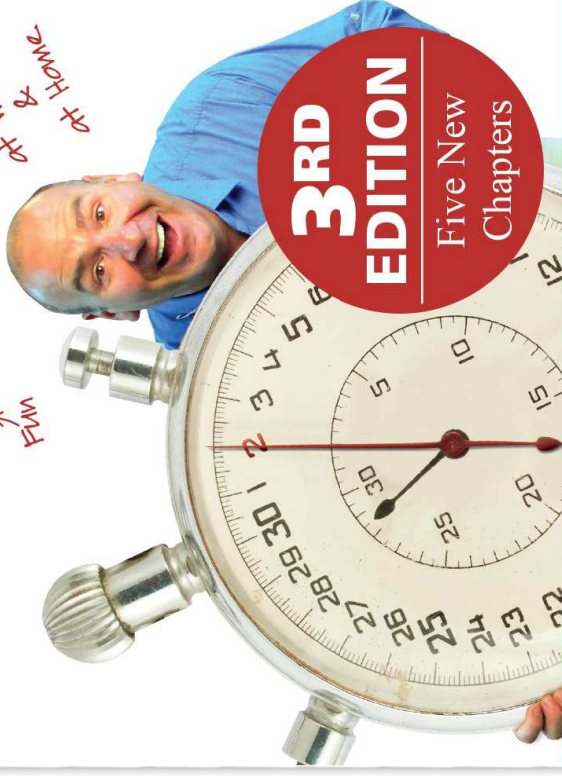
4 Things

1. Review the concept of “2 Second Lean”
2. Teach you the 4 step training process
3. Create awesome SOP’s that work !
4. Brief nudity

2 SecondTM Lean

How to Grow People and
Build a Lean Culture

FWW
at work
at home



**3RD
EDITION**

Five New
Chapters

Paul A. Akers



DELTA
AKERS/PAULANDRE

BOARDING PASS

2 006 7243471322 5
HJSXY6

HAC0A0NA

FLIGHT DATE CLASS ORIGIN DEPARTS
DL2261 21APR H MPLS-ST PAUL 310P
OPERATED BY COACH DESTINATION BRD TIME
DELTA AIR LINES INC MILWAUKEE 230P

DEPARTURE GATE F4 **SUBJECT TO CHANGE**

BOARDING PASS

AKERS/PAULANDRE

FLIGHT DATE SEAT
DL2261 21APR 19B
ORIGIN ZONE
MPLS-ST PAUL 2

DESTINATION
MILWAUKEE
OPERATED BY DELTA AIR LINES INC



SEAT
19B
ZONE 2

MSP166E3B/TT



DELTA

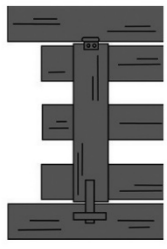
PAUL A. AKERS



2 006 724347 1322 5



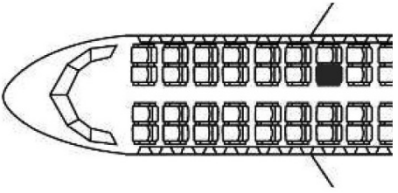
DEPART
SEA



GATE
C-23



BOARDING
2:45P



SEAT
7D



DEPARTURE
3:15P

DATE
21 APR

FLIGHT
CA56

ZONE
2

ARRIVE
JFK

WORLD CLASS



V.S.



A black signpost with two rectangular signs stacked vertically. The top sign reads 'PERSONAL' and the bottom sign reads 'GROWTH'. The signs are set against a bright blue sky with scattered white clouds. The signpost is a dark, cylindrical pole.

PERSONAL GROWTH

What is the one thing that would
rock my world if I applied it



The one thing:

“Pride will blind you to what you most need to learn”



What one thing are you good at? That may be what you most
Need to apply Lean to.

Waste is like Gravity....

GRAVITY
ALWAYS
WINS



kaas tailored

The one thing:



We are all
24/7 waste
generators



The one thing:

Make a
Batch, and
Waste is
Everywhere...



Make one,
Make it right,
And waste
Will disappear

Lean is all about making things simpler...



www.furnituretablechair.com



The art of subtraction...



The one thing:

We are at war
With what
Bugs us !

The one thing:

Most important concern is the people & building culture of continuous improvement



It can't be that simple...

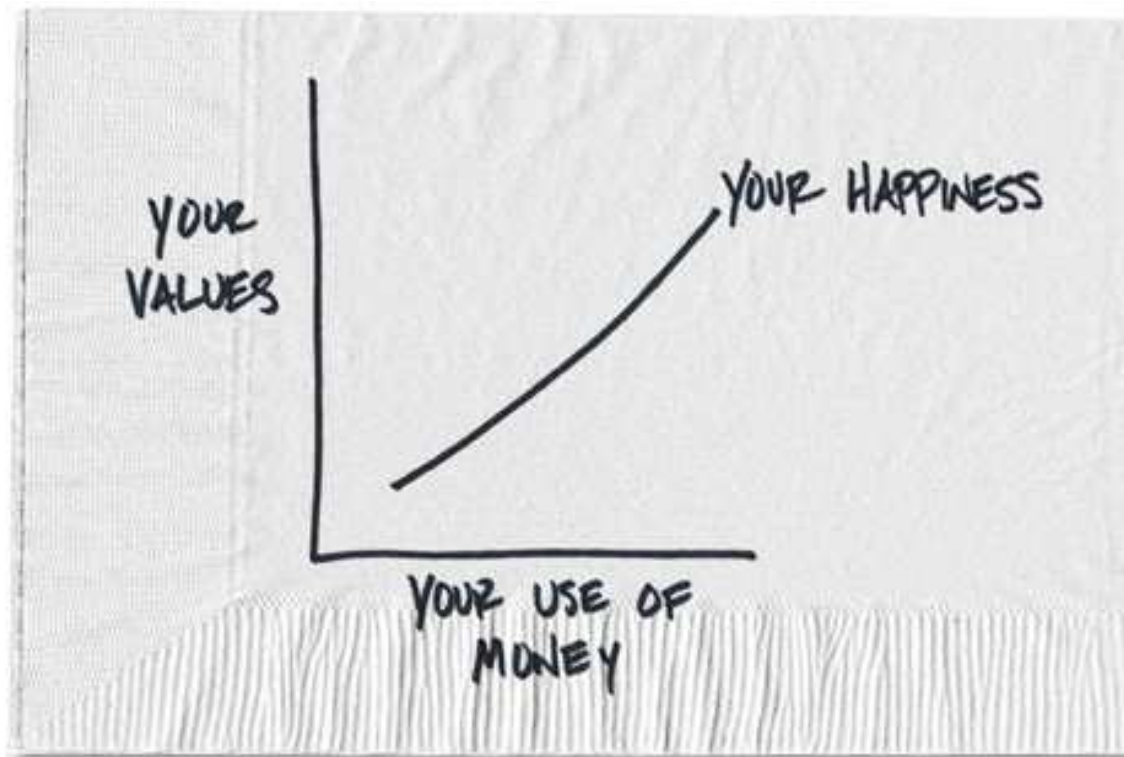


The one thing:

“Smart people can't believe its that simple”

The one thing:

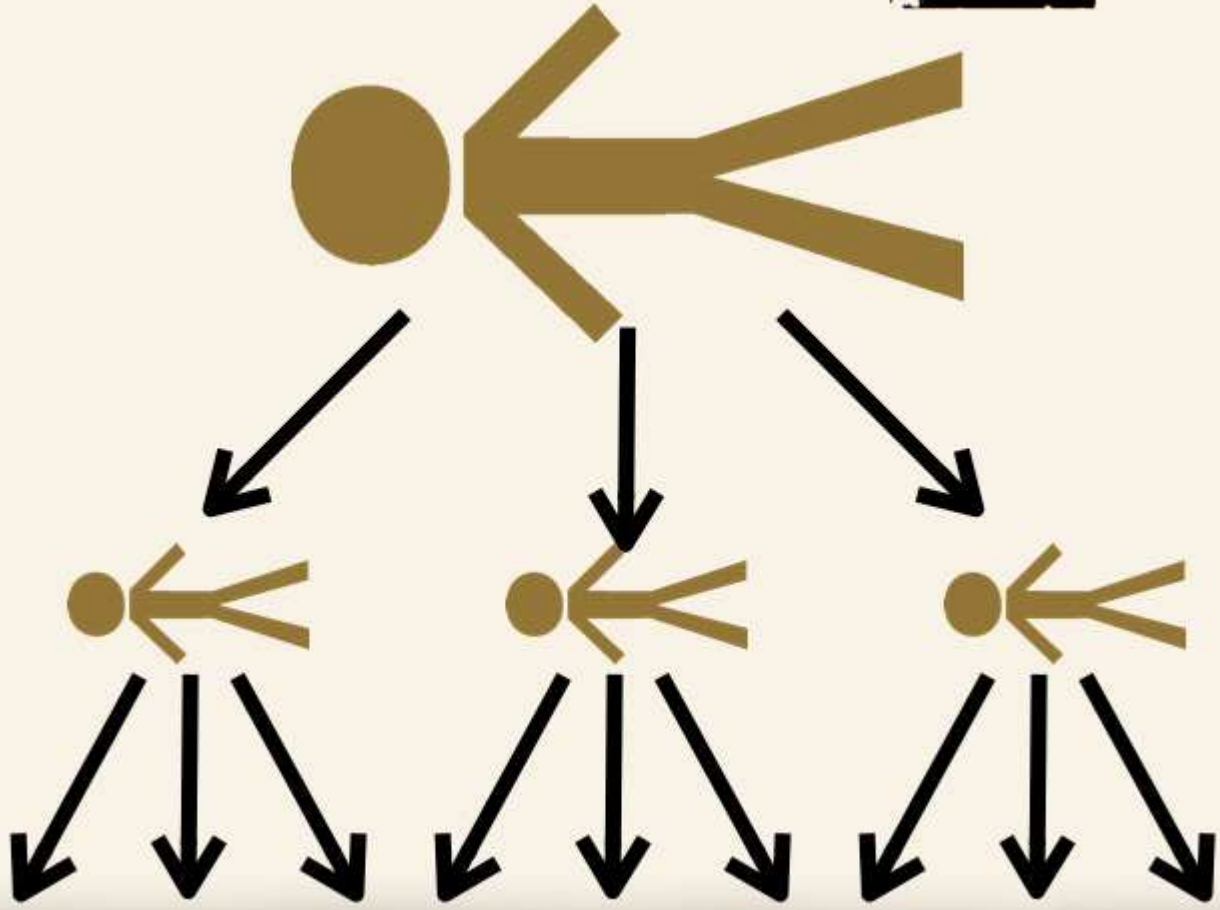
“Show me where you spend your \$\$\$,
and I will tell you what you see as important”



Pay

it

Forward





3 Pillars of Lean: according to Paul.

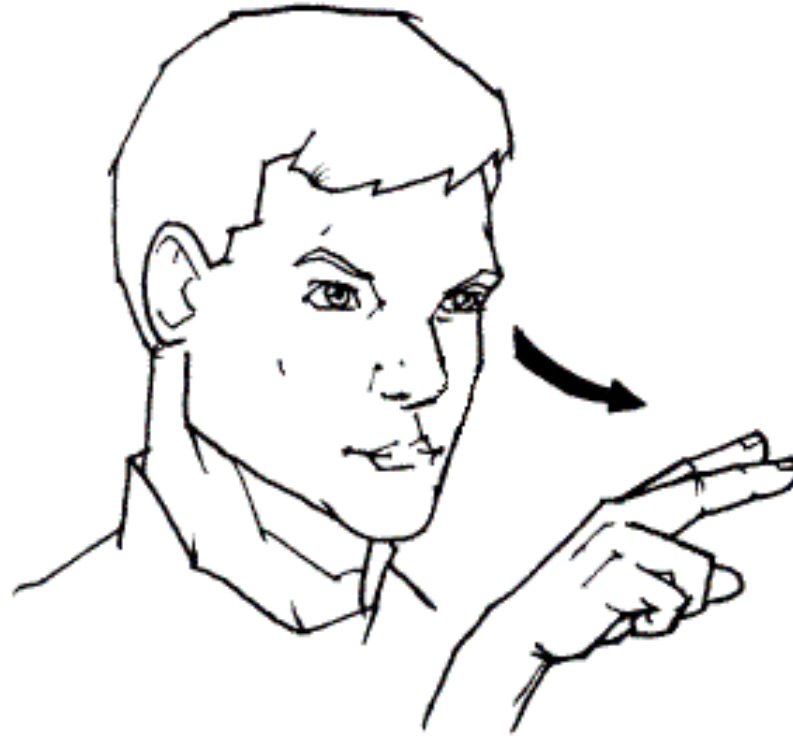


1. Learn and teach your people to see waste

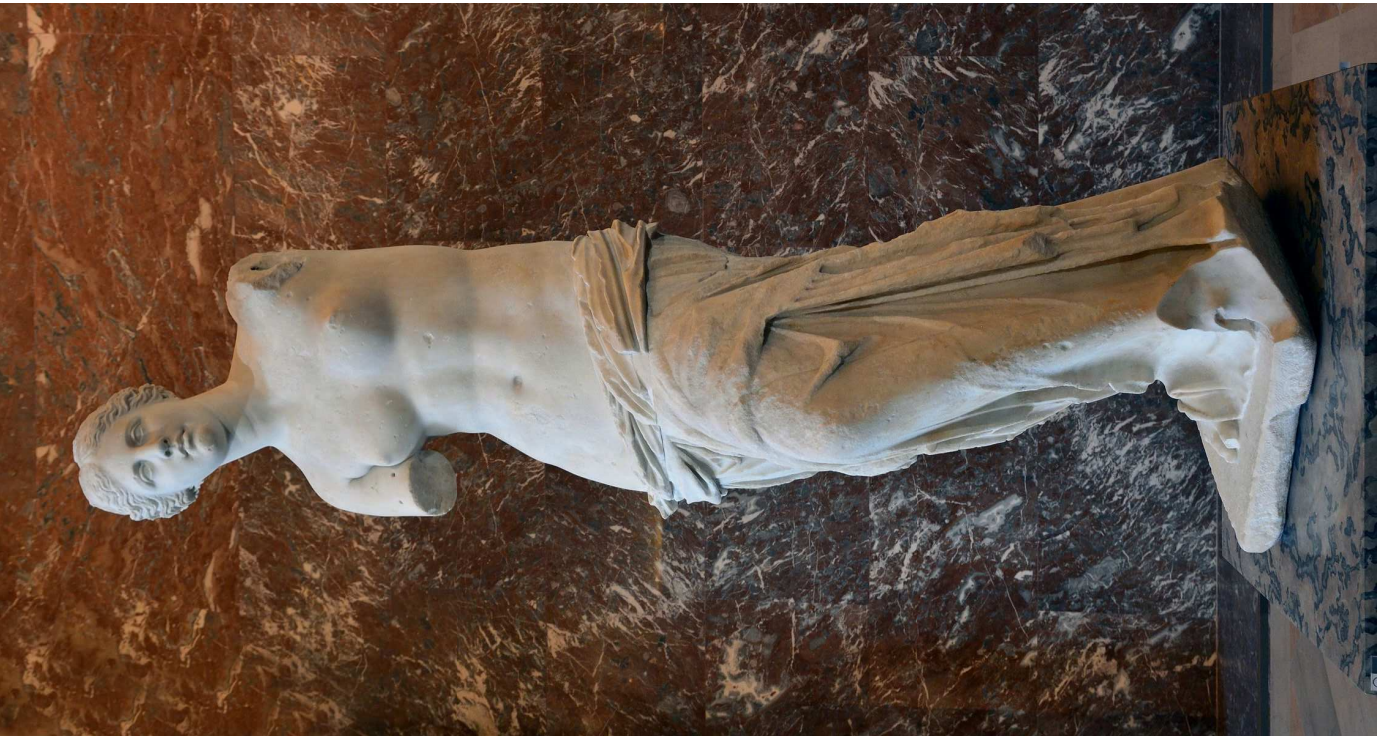
2. Make 2 second improvements

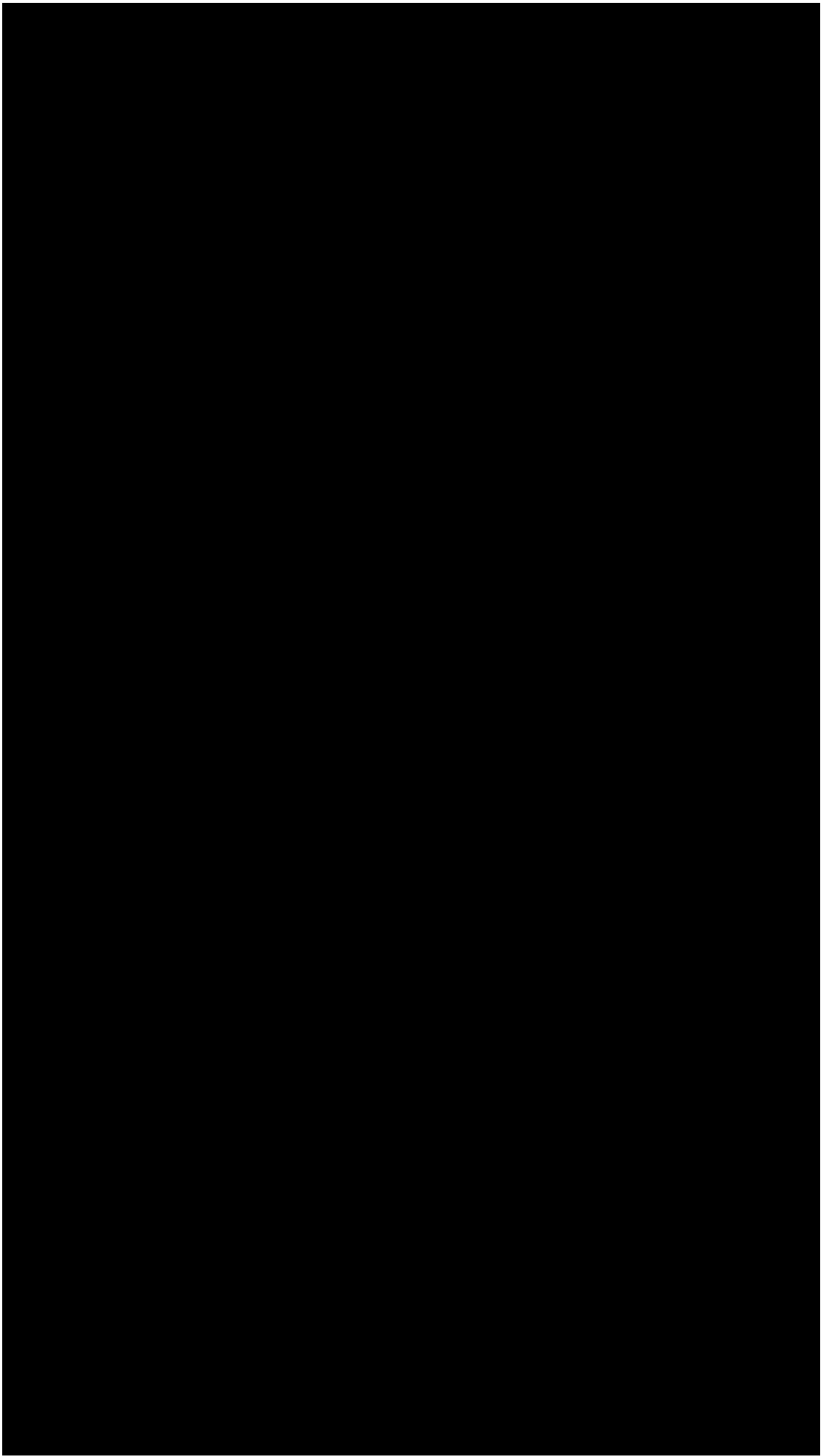
3. Before and after videos !

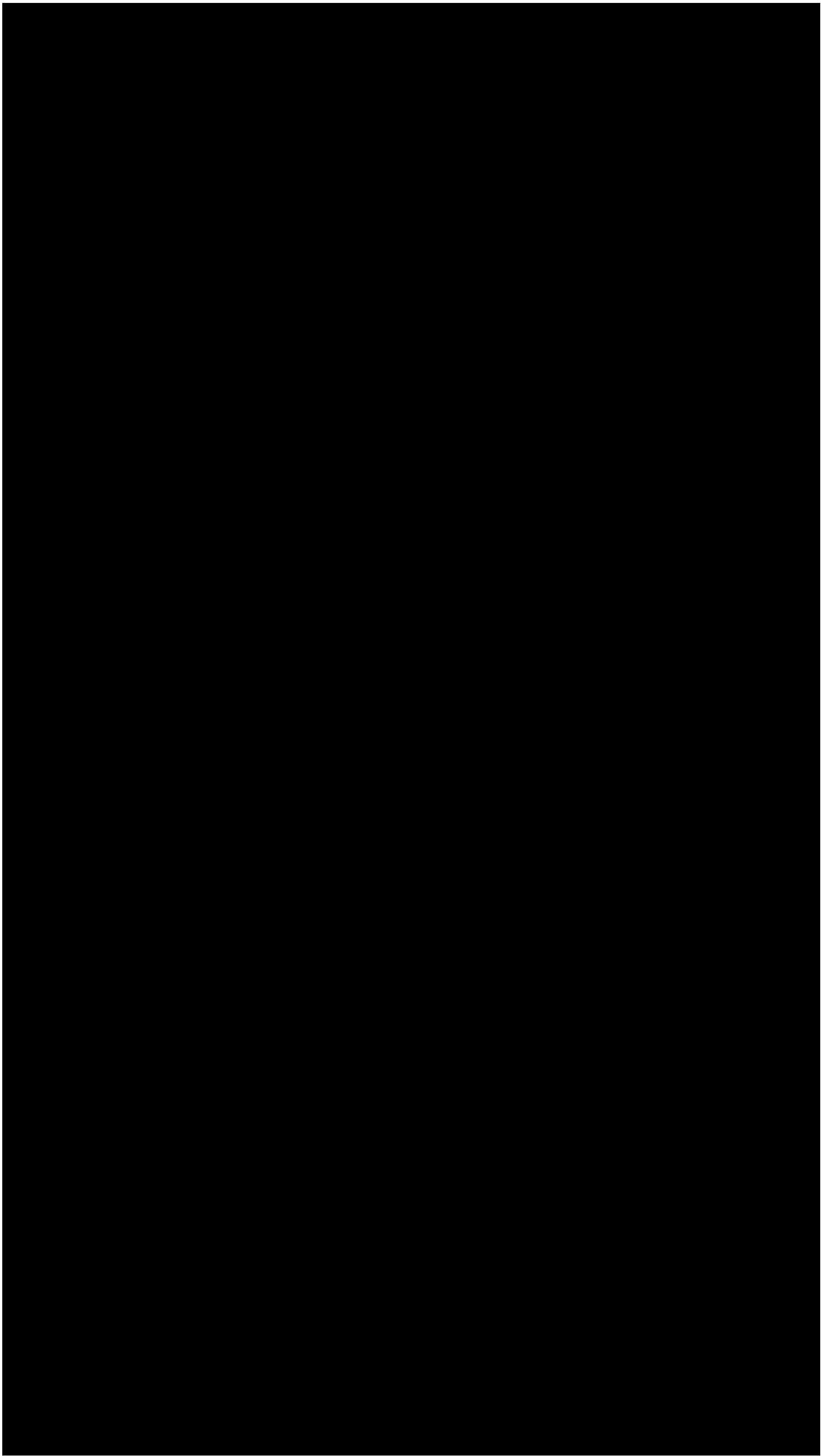
Now that I can see waste...

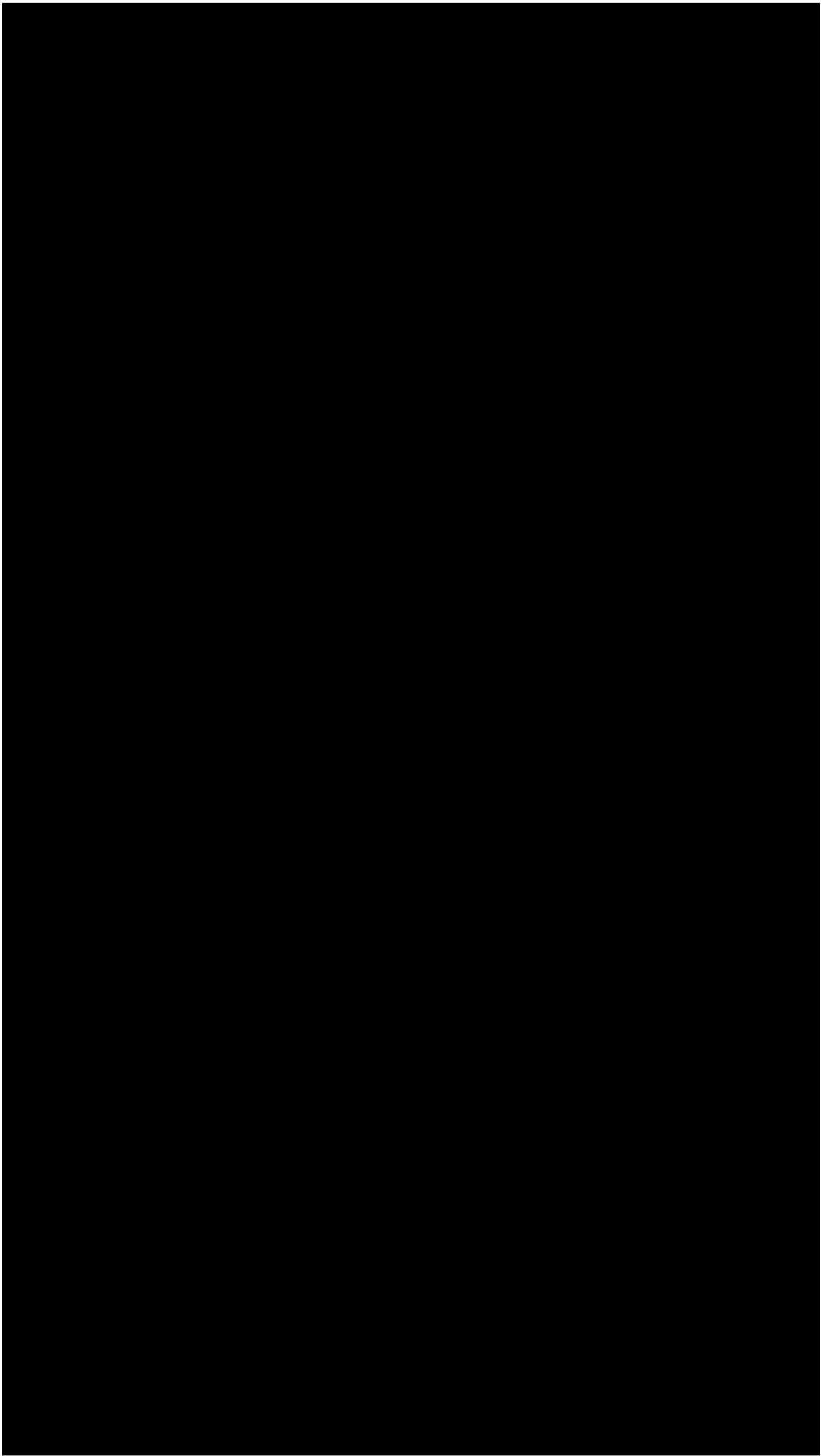


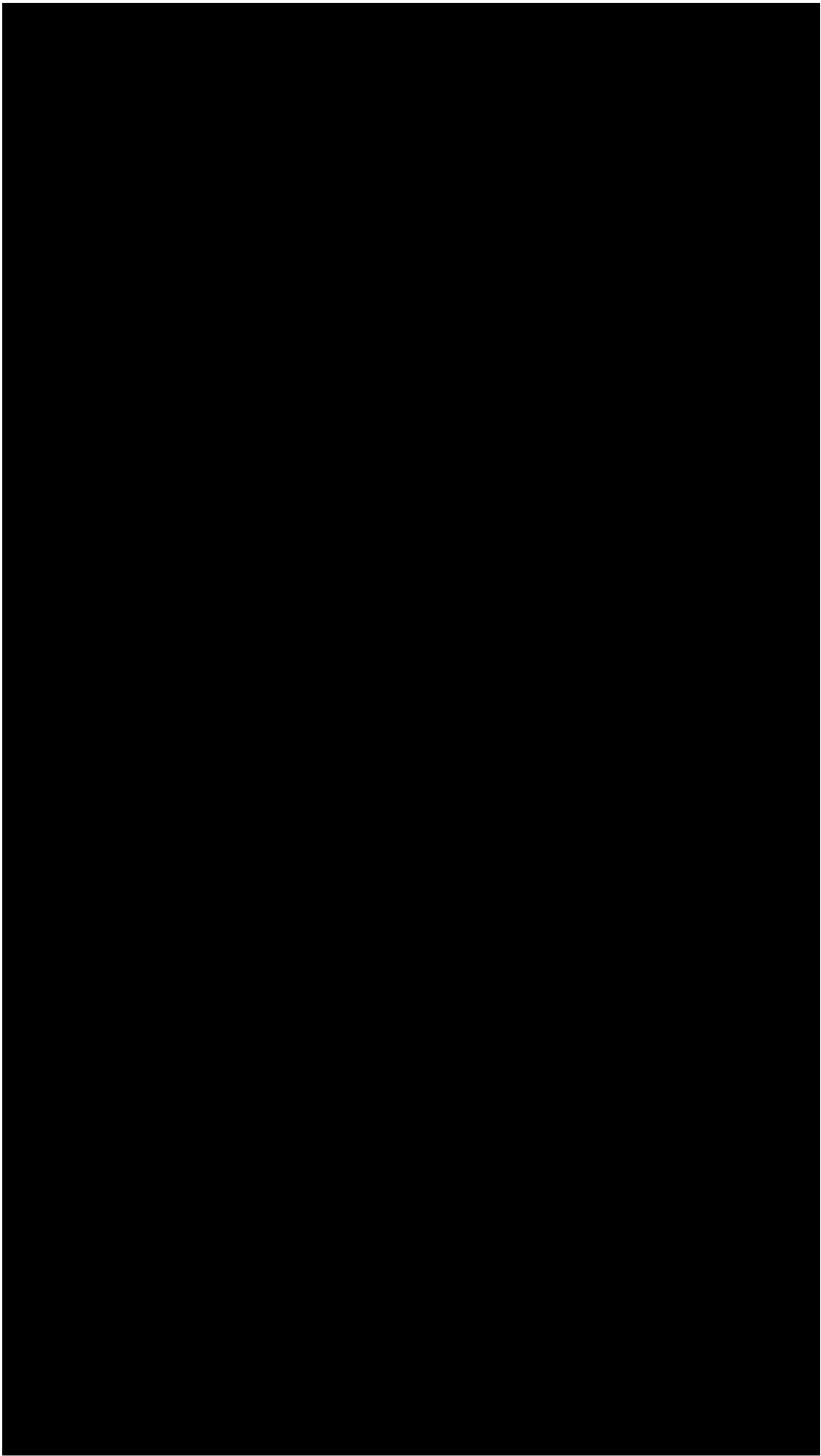
I can show everyone their waste...right?











S.O.P.



The Lean way....

A black and white portrait of Albert Einstein, showing his face and hands. He has his characteristic wild white hair and a mustache. His hands are clasped together in front of him. The background is dark and out of focus.

WE CANNOT SOLVE OUR PROBLEMS
WITH THE SAME THINKING
WE USED WHEN WE
CREATED THEM

-Albert Einstein

....batch production

....add first



...and what ever you do, don't question anything!

EASIER



BETTER

FASTER



CHEAPER

Lean means ridding processes of all of the waste and non-value adding activity so *customer perceived* value can be delivered when, where, and how *the customer* expects it.





Waste

7 Deadly Wastes.

- Waste of: Transportation
- Waste of: Inventory
- Waste of: Motion
- Waste of: Waiting
- Waste of: Over processing
- Waste of: Over Production
- Waste of: Defective output.

8

Wasted Human Creativity





Reduce ~~it~~ **Use it for what it is**



Not eliminate

ST !!!



Waste is like chess, it a game of trade offs. - TRADE DOWN

Waste of Transportation



Waste of Transportation



Waste of Inventory



©2014 Creative Safety Supply

Raw Goods



Obsolete



Waste of Inventory





Waste of Motion



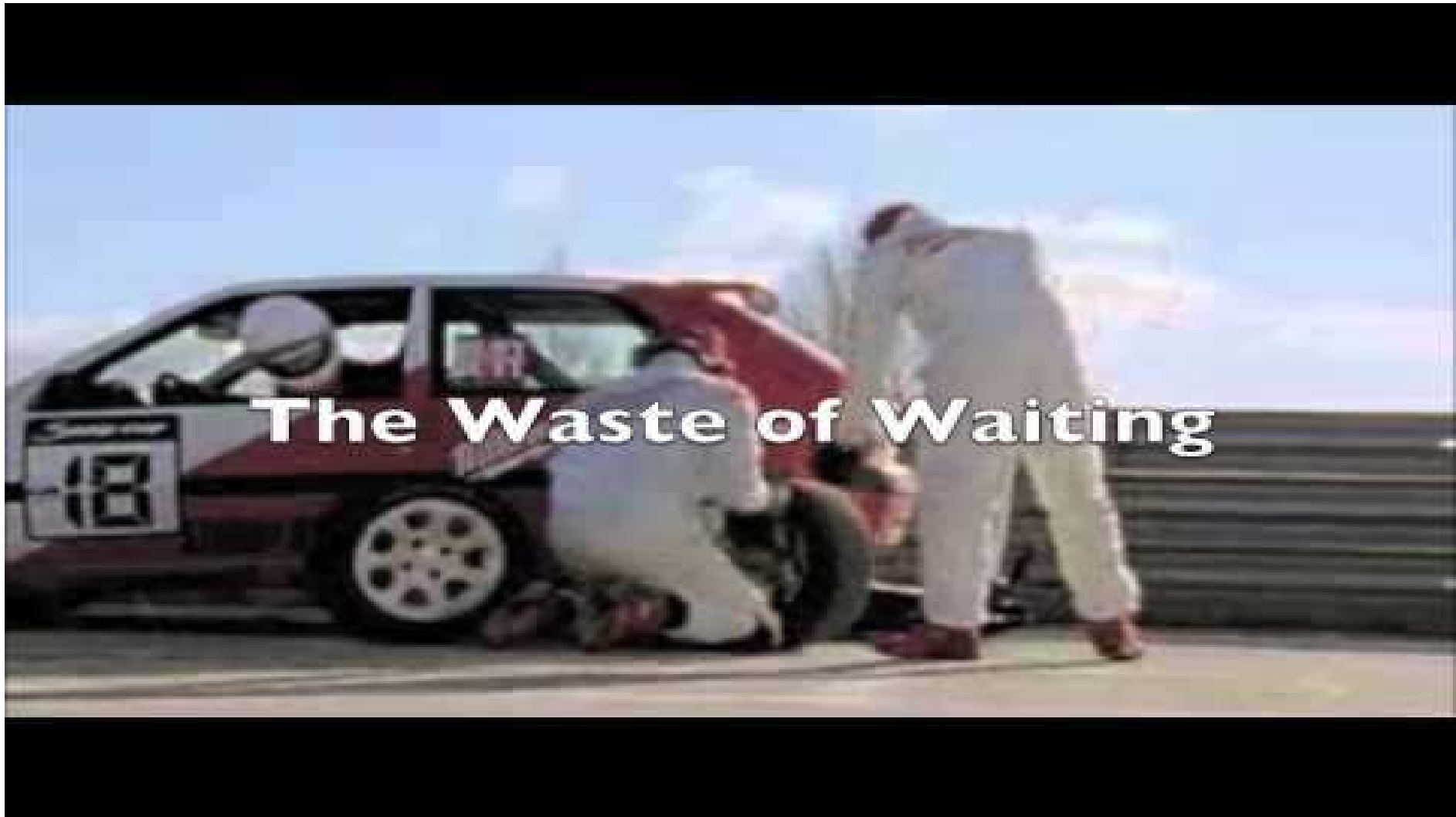
Waste of Motion



Waste of Waiting



Waste of Waiting

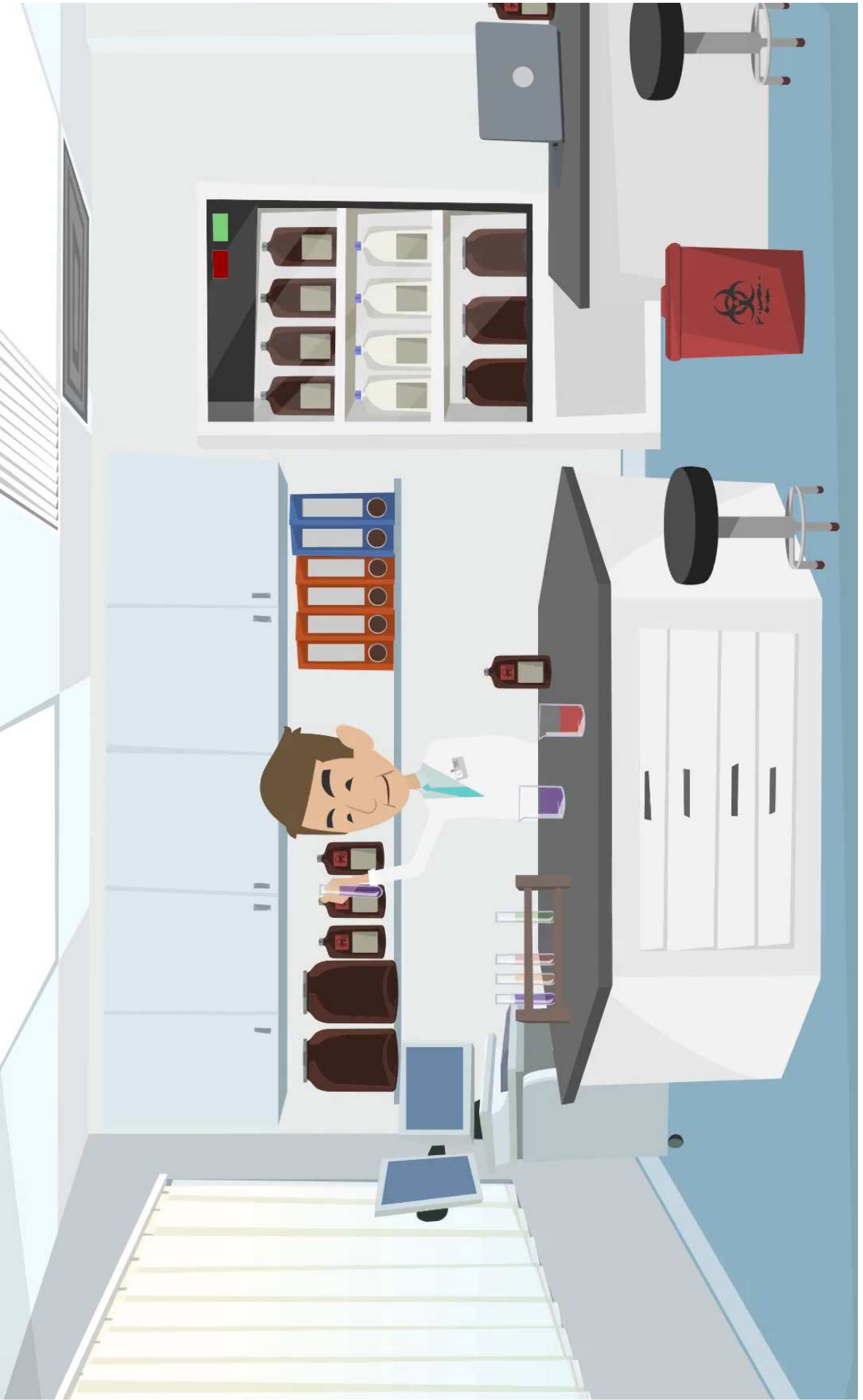


Waste of Over Processing



Waste of Overprocessing





Waste of Overproduction



Waste of Overproduction



Waste of Defective Output



Waste



Waste

TIM WOOD

Lets go take a look !







Leadership

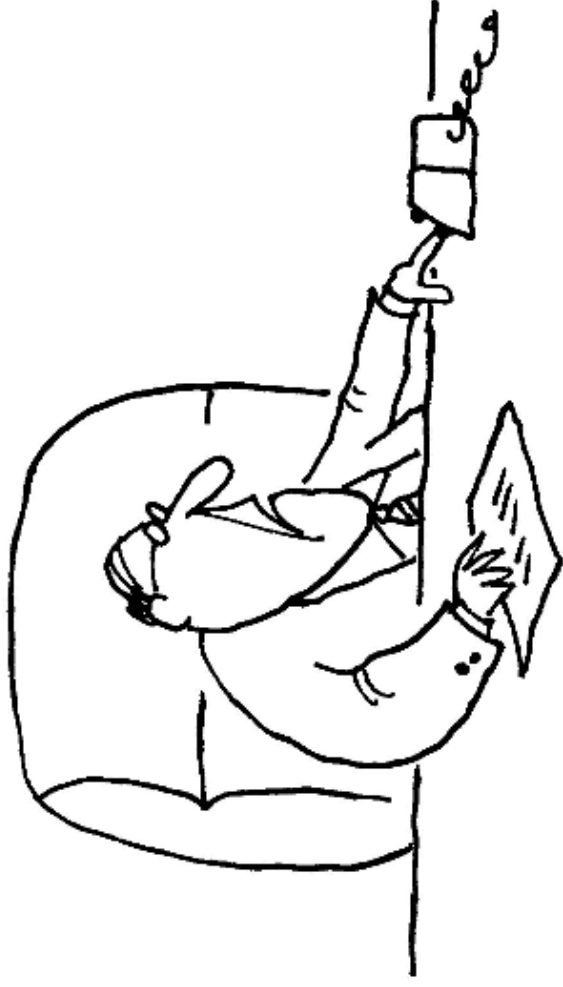


5 ways Leadership fails

1. People know what to do, but they don't do what they know.
2. Fear
3. Don't know what to do
4. Energy.
5. Ultimately there is a choke hold on any business, 80% of it is the psychology of the leader. Actually maybe more !!!

Accountability !!!

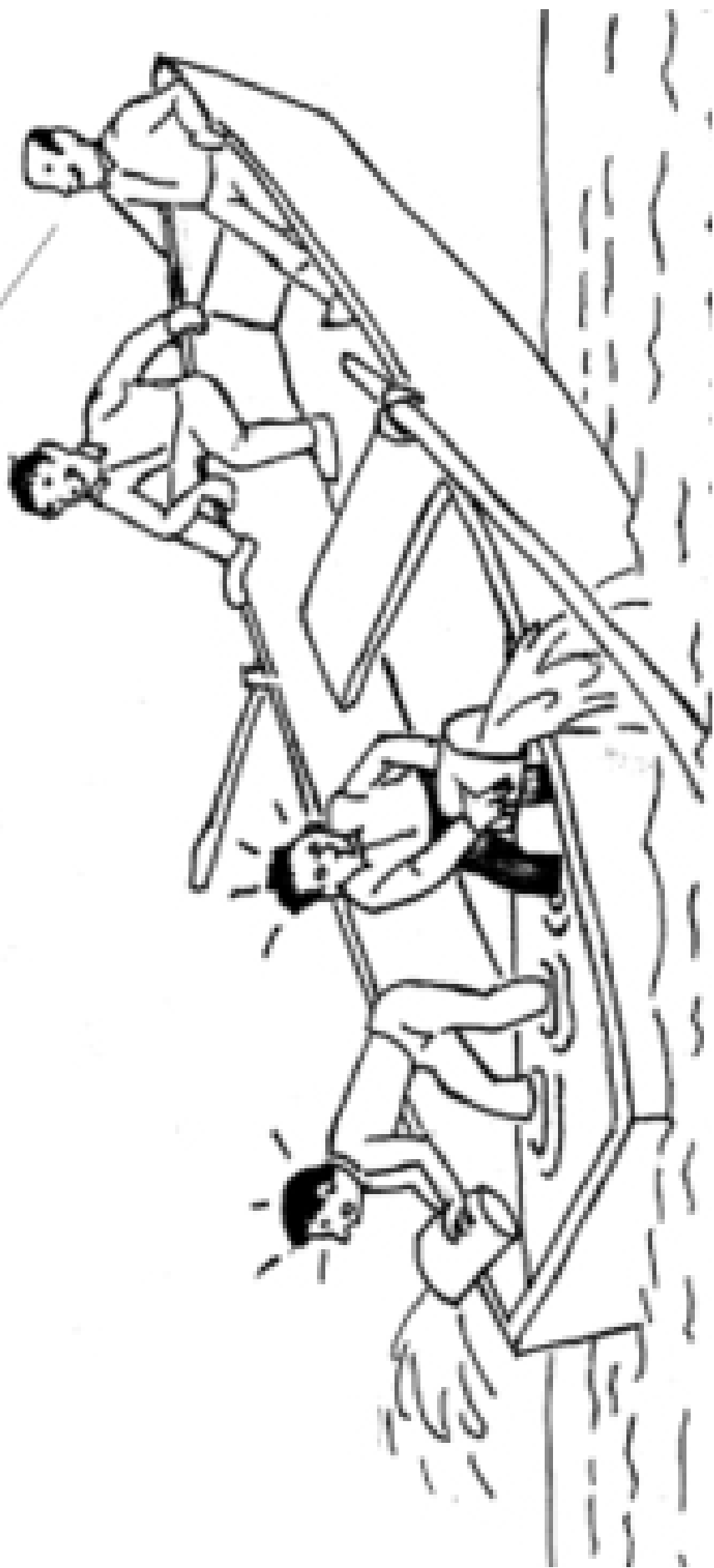




DAVE GISPENTER

"MISS WILCOX, SEND IN SOMEONE TO BLAME."

Sure glad the hole isn't at our end.



Promote new idea's



The only sure way to avoid making mistakes is to have no new ideas.

ALBERT EINSTEIN

Be authentic



5 Levels of Leadership

- 1. Position level Leadership – Key word is “RIGHTS”**

5 Levels of Leadership

1. **Position level Leadership – Key word is “RIGHTS”**
2. **Permission level Leadership – Key word is “Relationships”**

5 Levels of Leadership

John Maxwell

- 1. Position level Leadership – Key word is “RIGHTS”**
- 2. Permission level Leadership – Key word is “Relationships”**
- 3. Production level Leadership – Key word is “Results”**

5 Levels of Leadership

John Maxwell

- 1. Position level Leadership – Key word is “RIGHTS”**
- 2. Permission level Leadership – Key word is “Relationships”**
- 3. Production level Leadership – Key word is “Results”**
- 4. People Development Leadership – Key words are: “Asset”**

5 Levels of Leadership

John Maxwell

- 1. Position level Leadership – Key word is “RIGHTS”**
- 2. Permission level Leadership – Key word is “Relationships”**
- 3. Production level Leadership – Key word is “Results”**
- 4. People Development Leadership – Key words are: “Asset”**
- 5. Pinnacle Level Leadership – Key word is “Respect”**

So, where are you ?

What else do I need to know?

1. Who do you know that I should know?
2. What am I doing to grow as a person?
3. What am I doing to develop others?

Do Leaders use different words?

1. TRY

2. HOPE

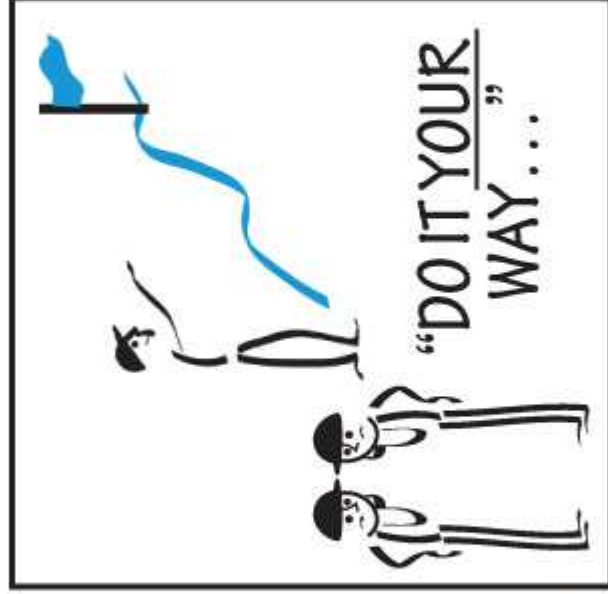
Change is HARD !

- Our habits
- Our words
- Our behaviour
- Our beliefs

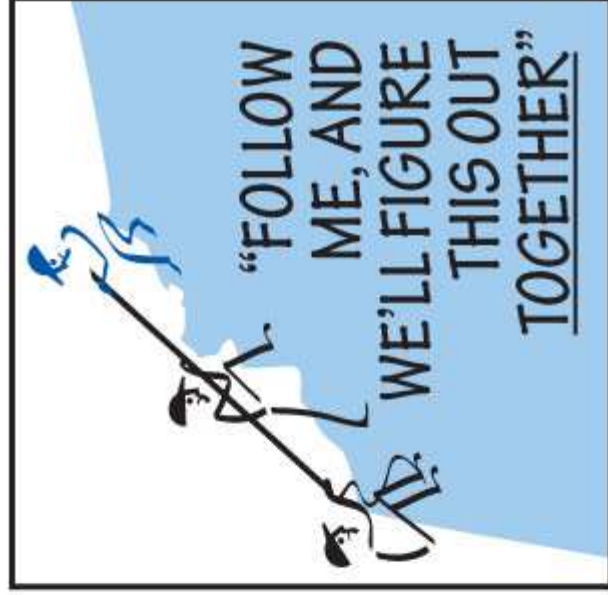
Old Dictator Style



1970's "Empowerment" Style



Lean Style



Growth

Investing in personal and professional growth of the whole team, don't forget, your on that team !

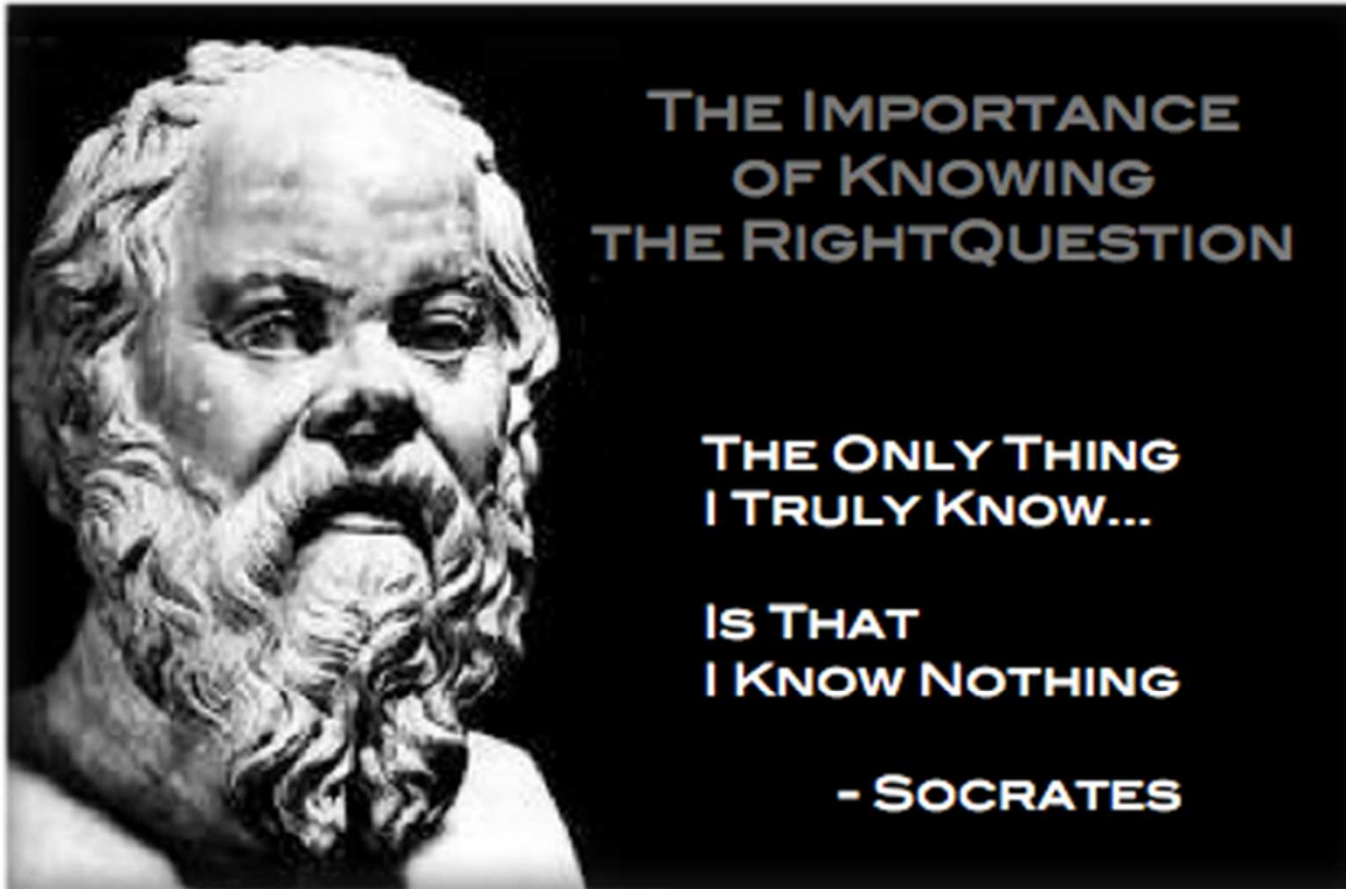
**THE BEST
PROJECT
YOU'LL EVER
WORK ON IS
YOU**





CORE VALUES

Ask Questions



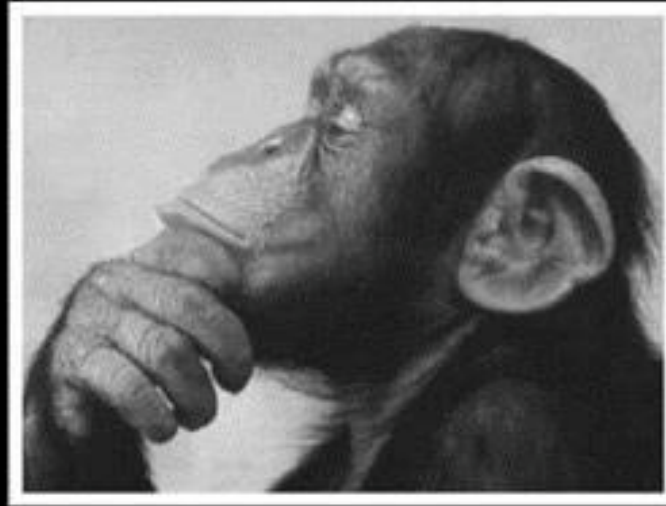
THE IMPORTANCE
OF KNOWING
THE RIGHT QUESTION

THE ONLY THING
I TRULY KNOW...

IS THAT
I KNOW NOTHING

- SOCRATES

Ask Questions



INTELLIGENT

Not because you think you know
everything without questioning, but rather
because you question everything you think
you know.

Challenge People !



How do you feel about mistakes?

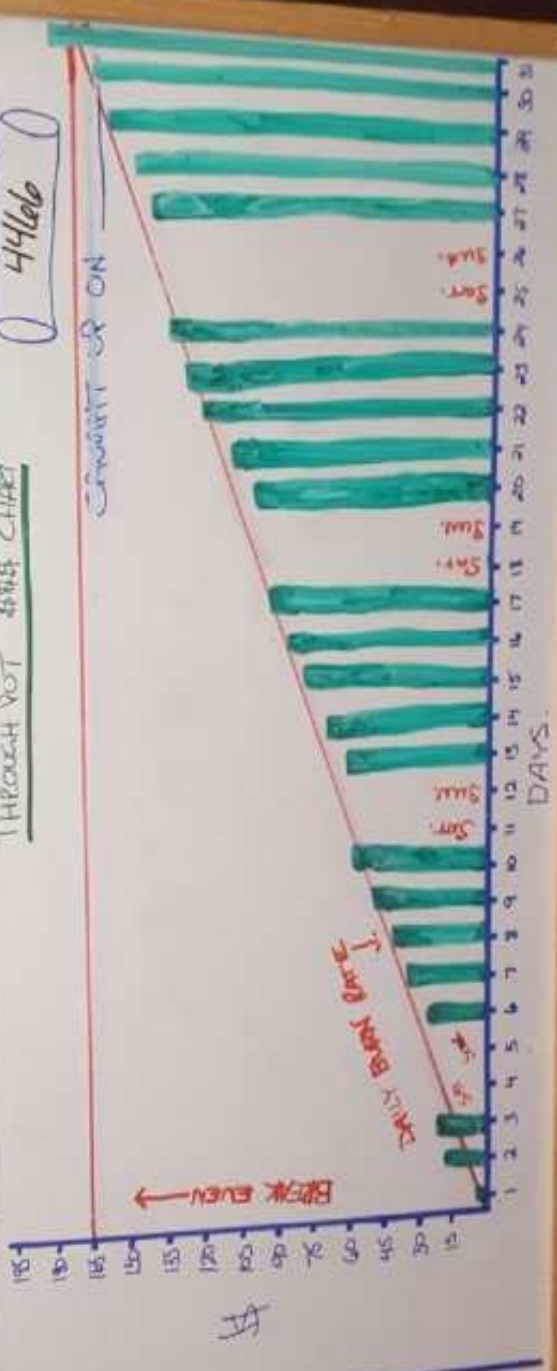




IN Mon 9:31	OUT 204	IN Tues 390	OUT 514	IN Weds 266	OUT 269	IN Thurs 148	OUT 142	IN Fri 281	OUT 680	IN Sat 2026	OUT 1809	IN Sun 217	OUT +/-
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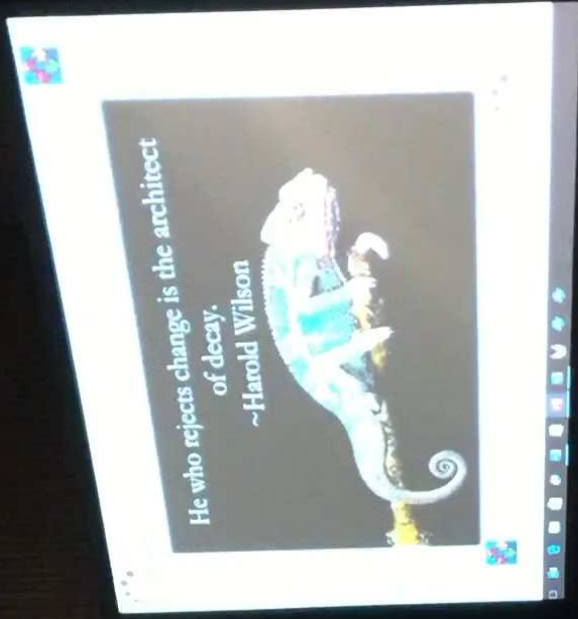
LEAD TIME	
OUT JER	AUG
10/8	17
	13/15

ESCAPE
 DRAWS
 (96 1/4)
 \$2,857.50



IN THE GIVE
 4959
 ON TARGET
 192,4100
 HRS
 559
 T \$ HR.
 \$34.64

THRU'S WORKED (HRS) PER DAY
 1.55



Share the Vision



KLIME-EZEE
ACCESS & HANDLING SOLUTIONS

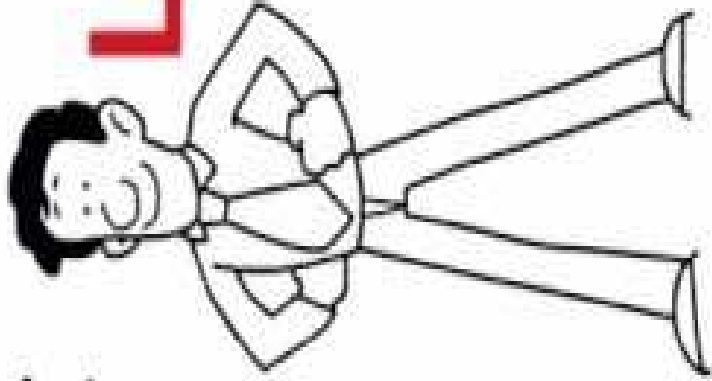
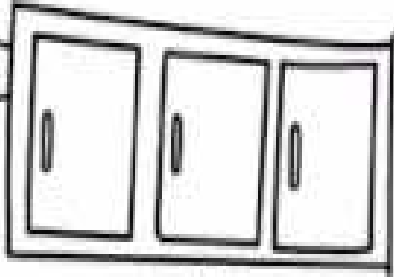


UNLIMITED
enthusiasm

BOSS

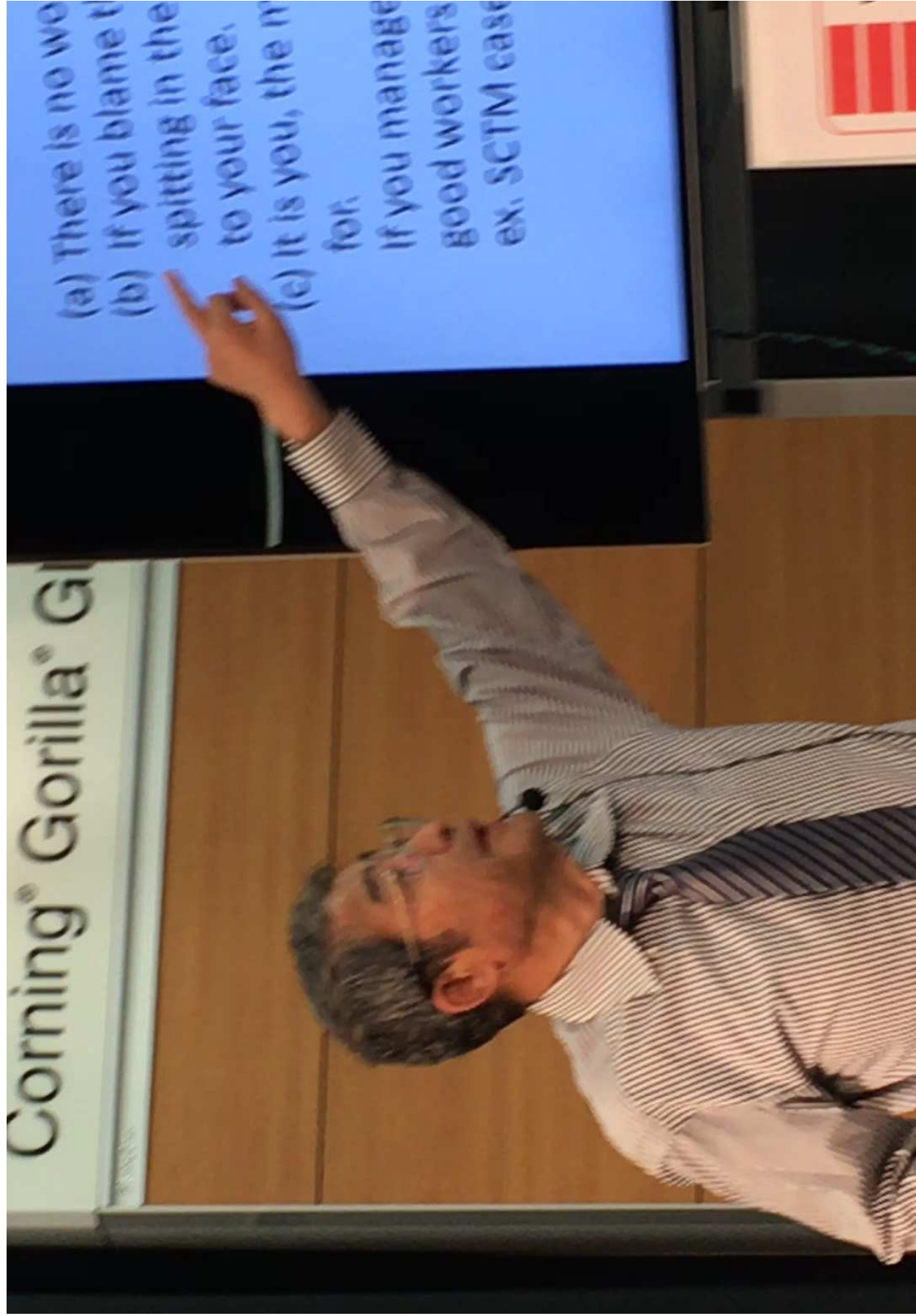
&

Leader



Corning® Gorilla® Glass

- (a) There is no work
- (b) If you blame the
spitting in the
to your face.
- (c) It is you, the manager
for.
If you manage
good workers
ex. SCTM case



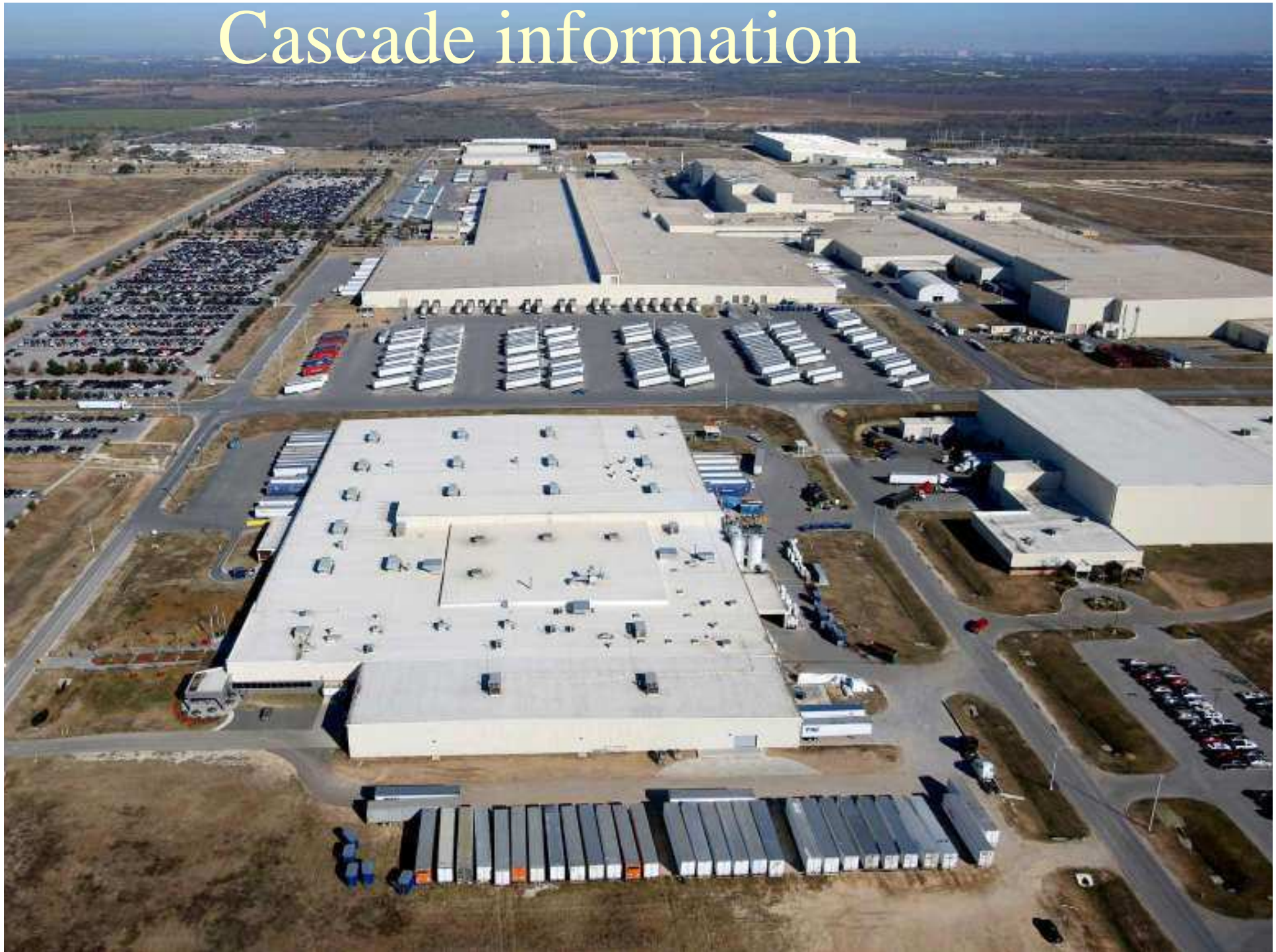


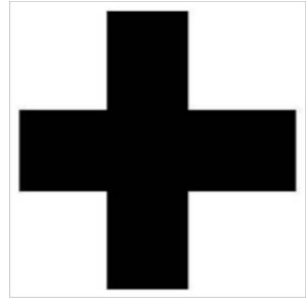
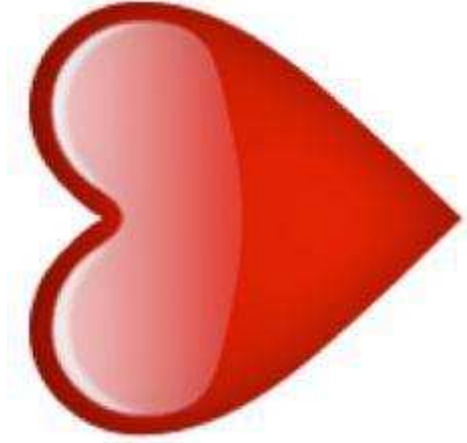
KYUSHU AINTING CENTER



見字若从外
人送
已通

Cascade information







Reward People !



BUT HOW ???

APPRECIATE

**GOOD
PEOPLE.
THEY ARE
HARD TO
COME BY.**

Everyone likes MONEY !... Right?

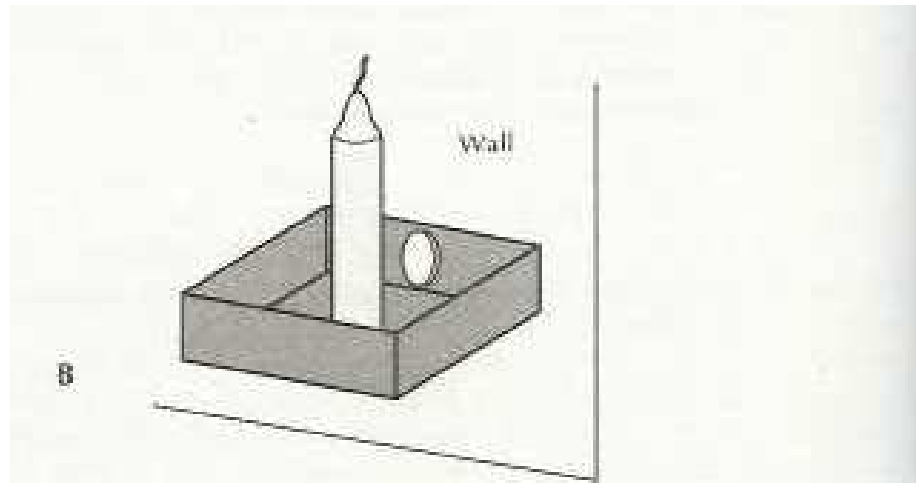
Ever heard of the Candle experiment ?



Challenge: fix the candle to the wall in a way that the wax doesn't drip on the table.

How did you do ???

What the answer ?



On average, it took the people rewarded with money 3-1/2 minutes longer!

What did we just learn ?

**MONEY BLOCKS
CREATIVITY !**

Don't believe me yet?

40 years of scientific research
shows us:

**There's a mismatch
between what
science knows and
what business does.**

Our first reaction is always with Carrots & Sticks !

An experiment performed by: D. Ariely & U. Gneezy



26

Could it just be a North American thing?

Traditional “management” is no longer desired. We need Leaders that empower people.

- Atlassian – Australian company →  DAYS

 – (You probably heard of them) → 20% Time

Still don't believe me ?

Ever hear of  **Encarta** ?

Reflection



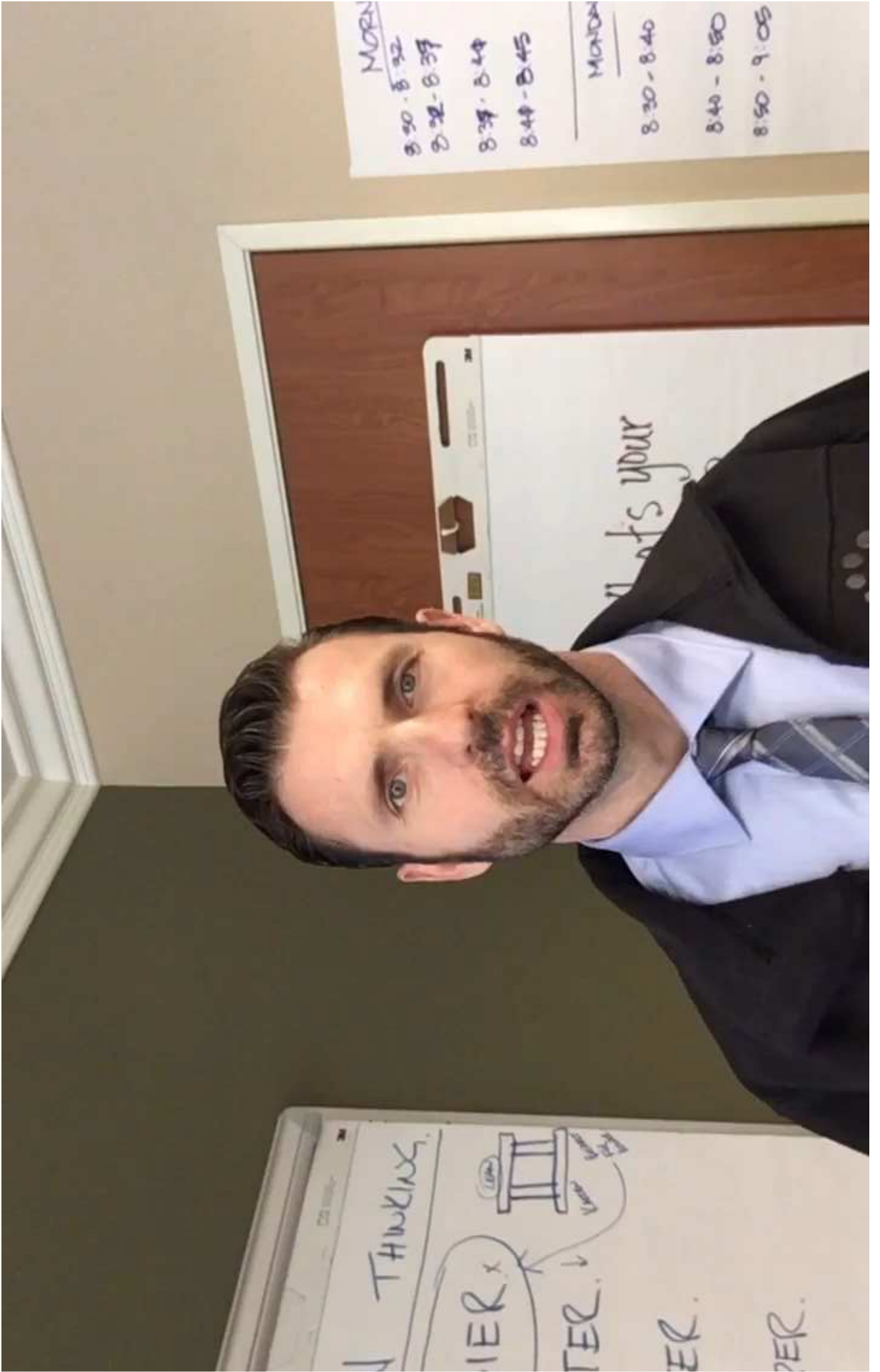
Reflection changes experience.... Into insight.

There are 2 types of people in
this world

Consistency

“Every successful person in the world, found something they were good at, stuck with it consistently, day in and day out, stuck with it”

John Maxwell



MORN

8:30 - 8:32

8:32 - 8:37

8:37 - 8:44

8:44 - 8:45

MONDAY

8:30 - 8:40

8:40 - 8:50

8:50 - 9:05

I THINKING.

IER x

TER.

ER.

PER.

What's your