

Five ways a lean transformation goes off the track

Learn how to keep your lean train on track and avoid derailing continuous improvement.

Are you pushing a train? Feel like this lean thing is just way too much work to be worth it? Perhaps you're questioning the principles and philosophy, or think that it might not apply to your specific business.

What about if you are convinced lean is the answer, but you just can't get anyone else on board.

Let's talk about what just might be at the root cause of any of these symptoms. After all, believe it or not lean thinking is a natural human condition. We love to make things easier, we enjoy being productive and at the end of the day, we all feel better on a high performing team.

Inspire management

The biggest problem in any lean transformation is usually management. Which manager you ask? Typically, upper management, middle management and shop floor management. There could be a million reasons why management is failing at one or all levels. I believe it usually boils down to one simple factor: Management is not inspired. Nothing gets people motivated like true inspiration. Our immediate test for managers who say they want to go lean is whether or not they are doing it themselves, or have they tried to

delegate it. The manager that says it's good for everyone else but not for them is a clear warning that this is going to be a bumpy ride. Lean is not designed for short-term financial gains or to save a sinking ship. Although both outcomes might happen, this shouldn't be the "why" behind your motivation.

Please don't mix up thinking something is a good idea with being inspired. When you just think it's a good idea or are a bit wishy washy, the minute it gets difficult, you will likely fall back to your comfort zone and find some reason why you think lean doesn't work. I promise there isn't a business function on earth that lean principles do not apply to. When you are inspired, nothing can stop you.

Staying inspired

If you are truly inspired, you have a

vision for your future, and nothing will get in your way. If you're struggling in general, the doctor prescribes a heavy dose of inspiration. Keep in mind that inspiration is a lot like taking a shower, I recommend it daily. My personal way to stay inspired daily involves being active in a lean community via group chats and watching improvement videos. Then at least twice per year I make sure to go on some awesome plant tours.

There is NOTHING that will get your juices flowing like seeing lean companies in action. The amount of knowledge, ideas and inspiration you bring home will keep the lean fires fueled until your next outing. If you are not yet connected with a lean community then don't hesitate to join us at Quantum Lean. We will add you to our WhatsApp chat and immediately con-

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