

EXPOSING THE TRUTH:

Why Lean Training FAILS!

*(and what you can do
to ensure success!)*



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Lean Failure # 1 - Not Driving Cultural Change

Lean is a culture, not a set of skills. Failure of management and senior supervisors to drive and support cultural change almost ensures the failure of an implementation initiative.



Success Tip: To successfully drive cultural change, organisations need to spend time engaging at all levels; strategic, operational, tactical. Typically, the engagement process should progress through 5 stages: Consult, inform, collaborate, involve and empower.

Lean Failure # 2 - Lack of Commitment

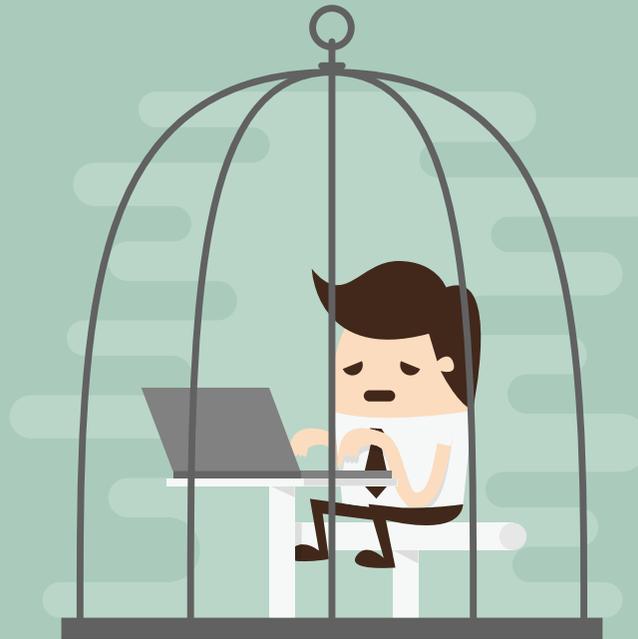
*Lack of commitment can mean many things, however, Lean implementation will fail unless commitment and clear direction is demonstrated at all levels. Commitment to Lean programs (from senior management) is often **not** shown to employees, business systems and processes.*



Success Tip: Lean must be translated into the language of business: **time, money, risk and ROI**. Acceptance and implementation of improvement initiatives need to be across the whole business, including the leadership team.

Lean Failure #3 - Too Much Theory, Not Enough Action

Lean is often taught but not applied in the workplace. If the theory is not put into practice it is quickly forgotten.



Success Tip: Real learning occurs on the floor, not in a classroom. To truly embed Lean in an organisation, training programs must place emphasis on practicing Lean principles by implementing initiatives and improvement ideas. Without implementation, ROI and the development of a Lean culture are impossible to achieve.

Lean Failure #4 - One Size Does Not Fit All

It's a common misconception that the implementation of Lean does not change from one organisation to another.



Success Tip: Ensure a rollout of Lean in your organisation has an emphasis on customising the implementation and use of lean tools. Know **YOUR** current state, **YOUR** desired future state and then ensure a Lean program can be customised to address the gap in **YOUR** organisation.

Lean Failure #5 - Treating Lean Like an Event

Lean does not have an end date. True Lean is a culture of continuous improvement.



FAIL



Success Tip: To avoid Lean being a thing of the past, leadership at all levels needs to recognise and constantly encourage the importance of a Lean culture through continuous practice and implementation of lean principles throughout the organisation.

3 Essential Steps Towards Lean Success



Think Perform's accredited Operational Excellence programs specialise in Organisational Transformation through the implementation of Lean and Continuous Improvement principles.