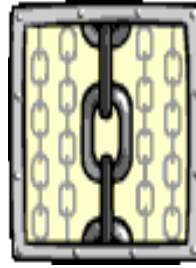


Volume 13, Issue 09 □ **February 27, 2006**

Important Dates to add to your calendar...

- ❑ **Feb 22nd 11:30-5:00 HPM Board Meeting** – Host: **Velcro Canada**. Please RSVP &/or proxy.
- ❑ **Feb 28, 9-11 am HPM Employee Leveraging Tours: Tempress Limited**, Oakville. Host: Dave Morgan. 12 seats only available – first come. Register now with Nicole at 519-893-6260 or info@hpmconsortium.com
- ❑ **Mar 9th 8:30-5 Introduction to Standardized Work** - A workshop based on the Toyota Production system's practices. Register www.hpsinc.ca
- ❑ **Mar 21st 8:00-12:00 HPM IT Roundtable Discussion** – **Open to all involved in providing IT in their companies**. Host: Rus Deacon, Hammond Power Solutions Inc. Register with Nicole
- ❑ **Mar 28, 9-11 am HPM Employee Leveraging Tours: Velcro Canada**, Brampton. Host: Stephanie Cirrilo. 12 seats only available – first come. Register now with Nicole at 519-893-6260 or info@hpmconsortium.com
- ❑ **Apr 11, 9-11 am HPM Employee Leveraging Tours: Canada Post**, Host: Arlene Yam. 12 seats only available – first come. Register now with Nicole at 519-893-6260 or, info@hpmconsortium.com
- ❑ **Apr 19, 12-3:30 HPM GMT Meeting**. Host: Hammond Manufacturing Limited (Enclosures) Guelph
- ❑ **Apr 25th 9:00-11:00, HPM Employee Leveraging Tours**: Host: **Frank Dolinsek**. 12 seats only available – first come. Register now with Nicole at 519-893-6260 or info@hpmconsortium.com
- ❑ **May 3rd HPM Health & Safety Forum... details to follow** – This forum rescheduled from last fall.
- ❑ **May 10th 8-5, Quick & Easy Kaizen**, with Chuck Yorke, Location: Cambridge Hilton Gardens Inn
- ❑ **May 17th HPM Board Meeting** Host: Bird Packaging, Guelph
- ❑ **June 12-15th, Second Canadian Regional Conference... Kitchener-Waterloo Region Canada**. Consider accelerating your Lean Journey. Download from www.hpmconsortium.com – Click "Resources"
- ❑ **Jul 5th, 12-3:30 HPM GMT Meeting**, Host: Mancor, Speers Road facility, Oakville
- ❑ **Aug 23rd, 11:30-5:00 HPM Board Meeting** Host: GE Multilin, Markham
- ❑ **Oct 11th, 12:00-3:30 HPM GMT Meeting**, Host: COM DEV Space, Cambridge
- ❑ **Nov 22nd, 11:30-5:00 HPM Board Meeting** Host: Hammond Power Solutions, Guelph



Personal Knowledge Supply Chain Theme Takes Root... June 12-15th

The importance of long-term thinking around developing one's sources of knowledge is no longer a matter for top management. We look to our employees to be able to

help us move continuous improvement thinking into everyday work. An employee with access – rapid access – to knowledge that's related to their skills is increasingly more valuable to the company, to themselves, and to their families. Understanding this in a simple way is an initiative being worked by **Hammond Power Solutions' Frank Dolinsek** for the "MeasureUP for Success" conference in Kitchener, June 12-15th.

What Frank is working on is a way of helping make every attendee not only aware of the importance of building Personal Knowledge Supply Chains – but actually doing something about it at the Conference. There are two areas of interest being pursued:

1. Providing a means to capture "linkages" you establish at the Conference
2. Developing a way in which folks with specific interests can find each other and make the most of exchanging experiences and ideas

Frank is working as part of the organizing team to pull ideas together. If you have a thought you'd like to share with Frank he'd be glad to hear from you at

For HPM Members - Much Talent can be had – just for the asking – via HPM's Practitioner-Exchange-Program (PEP). Members can draw help from 71 folks with 37 different disciplines! Why not?

fdolins@hammondpowersolutions.com.

This internal-to-HPM resource is available to HPM Members only. Therefore HPM'ers... in your planning, implementation, or improvement initiatives could you use help & ideas from:

- **Someone with "Warehouse Management & Logistics" skills** who has applied Value Stream Mapping to blow out waste in his environment – someone who is a hands-on practitioner, coach and implementer?
- **How about an experienced Sr. Quality Specialist** who can show you how to put in place Value Stream Mapping approaches that

The Conference Design & Content is Finished!!

The program – with the full details on every aspect – will be printed mid-March! The condensed 2-page brochure can be used as an advance flyer!

"Leveraging learning for customer success"

Making World Class Make Sense

drive out waste, or how to establish 5S Training, or how to set up a Kaizen Blitz program?

- **Or a practitioner to provide advice on** Tooling & Fixture Design, Continuous Improvement implementation, or Lean implementation & Kanban programs?
- **Would you gain value talking with someone who** had actually trained over 800 people in plants in their three countries about "High Performance Relationships" to help improve culture, and grow relationships that can affect productivity and quality?

What is awesome --- there are another 57 good HPM folks waiting to help you – folks you can safely draw from since they are all within the consortium.

How to Do it?

Simply go to the HPM Practitioner-to-Practitioner Roster on the **HPM Member side** of the website www.hpmconsortium.com You will need a login and password to do it. Here's how.

- 1) **Get Login/Passwords** from Nicole @ 519-893-6260 or at info@hpmconsortium.com
- 2) **Find the roster** and review the experience
- 3) **Select a person of interest** and give them a call. Have a conversation for possibilities and see if there is enough of a match to talk about meeting.
- 4) **If they can help** – simply make arrangements by keeping it simple and informal
- 5) **Keep it simple** – let Nicole/Dave know how it worked – or especially if it did not. If it is your first time don't hesitate to call Dave to see what he can do to get you connected.

That's It – That's all There is to it...

On the Lighter Side - for Our Older Members

Most of us remember Julie Andrews as the wonderful nanny from "The Sound of Music." Its hard for many of us to realize that she was 69 on this past October 1. To help her celebrate, she made a special appearance at the Radio City Music Hall and presented the following number to the tune of "My Favorite Things" (remember raindrops on roses etc.??) from the legendary movie "Sound Of Music."

However, she brought along her own lyrics for the entertainment of her "blue haired" audience. And here it is (hum the tune as you read it):

*"Maalox and nose drops and needles for knitting,
Walkers and handrails and new dental fittings,*

*Bundles of magazines tied up in string,
These are a few of my favorite things..*

*Cadillacs and cataracts, hearing aids and glasses,
Polident and Fixodent and false teeth in glasses,
Pacemakers, golf carts and porches with swings,
These are a few of my favorite things.*

*When the pipes leak,
When the bones creak,
When the knees go bad,
I simply remember my favorite things,
And then I don't feel so bad.*

*Hot tea and crumpets, and corn pads for bunions,
No spicy hot food or food cooked with onions,
Bathrobes and heat pads and hot meals they bring,
These are a few of my favorite things.*

*Back pains, confused brains, and no fear of sinnin',
Thin bones and fractures and hair that is thinnin',
And we won't mention our short shrunken frames,
When we remember our favorite things.
When the joints ache,
When the hips break,
When the eyes grow dim,
Then I remember the great life I've had,
And then I don't feel so bad.*

For this Julie got a standing ovation from the crowd that lasted over four minutes with repeated encores. Hmmm – and I still remember her much differently in the original Sound of Music!

There are Glimmers... But Will There Be Sustained Action

There's hope for our mfg sector if current indicators hold. It's not always big changes that put us in good stead, but more often it's the reliable delivery of the fundamentals. Here's some noticeable changes folks are picking up on:

1. Lean in Western Canada is in part being driven by the inability to hire the people needed! By eliminating waste and focusing on processes – companies are doing more with less folks --- because they have to
2. Standardized work is being seen as the secret to Continuous Improvement – the most formidable weapon any organization can acquire
3. There is more discussion around culture change in companies than has been the case in 30 years
4. The understanding that the WHOLE enterprise must be lean – not just one operational unit!

One frustrating downer – is the lack of desire to put Value Stream Mapping thinking into routine use. Only pockets are harvesting the value this powerful tool brings.