

**Volume 12, Issue 18** □ **May 02, 2005***Important Dates to add to your calendar...*

- **May 3<sup>rd</sup>**, 9:30-2 pm, Innovation Insights: **Celestica Plant Tour**, [www.celestica.com](http://www.celestica.com). To register: Must call: 1-800-999-4129. Lunch included [Cost \$150.]
- **May 6<sup>th</sup>**, AME **Leadership Forum** – Tour: CTS, Eaton [www.ame.org](http://www.ame.org) – HPM'ers get AME Mbr rate
- **May 10<sup>th</sup>**, **HPM Employee Leveraging Tour #12**. Host: COM DEV, Cambridge, Nabeel Mirza **75% Full**
- **May 18<sup>th</sup>**, 11:30-5 pm, **HPM Board Meeting**. Host: Canada Post
- **May 19: 6 Best Practices & Value Stream Mapping Forum** – 1) 4 VSM Best Practices in operations/admin areas 2) 2 Best Practices chosen for Canada's Largest Lean Conference in Edmonton June 6-10. **They'd like your feedback to tune their presentations!!**
- **May 24<sup>th</sup>**, **HPM Employee Leveraging Tour #13**. Host: Bird Packaging, Gary Whalen **58% Full**
- **Jun 6-10<sup>th</sup>**: **"Implementing & Sustaining Lean Thinking Everywhere."** An AME Canadian Region & CME Western Division practical Lean Conference in Edmonton, Alberta. [www.measureupforsuccess.com](http://www.measureupforsuccess.com)
- **Jun 14<sup>th</sup>**, **HPM Employee Leveraging Tour #14**. Host: Samuel Strapping, Daniel Dstancescu. **42% Full**
- **Jun 28<sup>th</sup>**, **HPM Employee Leveraging Tour #15**. Host: Willow Manufacturing, Dennis Wild **67% Full**

**A breakthrough is a  
...series of well met breakdowns**  
Kathy Grad

**Have You Registered For the CDN  
Regional Lean Conference in  
Edmonton yet? ....Tour & Workshop  
Choices are narrowing as they fill up**

### **Open Letter to Weekly Update Readers from your Editor – Dave Hogg**

Having been involved in the production of conferences dedicated to the practical transfer of technology & know-how – for the purpose of enhancing real manufacturing competitiveness – for over 20 years, **I have not seen a better program than what is in place for the 2005 1<sup>st</sup> Canadian Regional Lean Conference** organized by the **Association for Manufacturing Excellence and the Canadian Manufacturers & Exporters – Alberta Division**, in collaboration with the **Society of Manufacturing Engineers** on **June 6-10<sup>th</sup>** in Edmonton.

In the early days of 1983, OCAM ran major "Tech Expo" conferences to help apply practical and advanced tools for architectural, automotive, electronic, and **especially mfg. applications of all kinds**.

It was done because of the urgency of the day. And that was due to the fear of what was to come, as North American companies were not applying the high productivity software and hardware tools that our competitors were.

## **A 20% Reduction For HPM Consortium Members**

For companies who are sending 1 - 3 staff to the largest Lean Conference in Canada on June 6-10<sup>th</sup> in Edmonton - and cannot take advantage of the 'Send 5 but pay for 4 discount' here is a way to get that 20% discount via HPM:

If you send a completed registration form to Nicole at the HPM Office, she will combine your numbers with other HPM registrants to make up the teams of five from HPM to tap into the discount.

**For example** - If you're in an **HPM Consortium company** and want to send one person to the AME CDN Regional Conference – you can get **20% off the Member Registration fee** by having Nicole find 4 others **from other HPM companies** to reach the 'magic number' of 5 people.

**Here's how:** You can do this by sending your fee(s) along with the fully completed registration form (on the new flyer which you can download from the website [www.measureupforsuccess.com](http://www.measureupforsuccess.com)) to the HPM Office.

**If you are sending fewer than 5 people**, Nicole can 'pool' you with other HPM'ers for a 20% reduction in registration price for everyone – **as long as she can find a total of 5 folks**.

This means sending your registration AND fee (less 20%) to Nicole. When a quantity of 5 registrations is reached, she will quickly send one cheque from HPM, with the 5 completed registrations, to AME.

To get the discount, all 5 have to be included in the same cheque which Nicole will prepare for AME – with **each registrant having completed fully the registration** form from the web's download of the new flyer. You can send in your registrations now **while there are still Workshops & Tours to choose**.

In 2005 the conditions are worse. We are facing competitors from every corner of the world who can buy the same world class technology we can. But in 2005, our competitors are only one mouse click away on the desktops of our customers' computers. One bad day given to a customer can see jobs flee.

## What is Different About This One?

- 1. The core program is 100% practitioners (no consultants) of whom more than 70% are consortium members** who have levered not only their own resources, but the resources of their consortium member companies as well, to produce solutions and best practices that have been screened by the program organizers. **This adds up to 32 practitioner companies** – many like yours – who will be sending their shop floor, office and managerial workforce members to share their experiences with the attendees. Why? So they can further advance their achievements upon hearing the feedback from their peers. It is a high value practitioner-to-practitioner exchange at its best... Is this not where much gut level learning occurs?  
**Diversity: These 32 Best Practices come from 6 Provinces and 4 States** and include: Quebec, Ontario, Manitoba, Saskatchewan, Alberta and BC plus Oregon, Michigan, California and Texas
- 2. Tours of 12 Area companies have been audited by Conference leaders** and assisted by the CMA's Innovation Insights Program supported by the National Research Council. These companies are opening their doors to show exactly how they have achieved their results – and they are proud to do it.
- 3. World Class Workshops (almost all interactive) delivered by endorsed specialists you would otherwise pay much more for.** There are 20 interactive workshops put on by Consultants, Trainers, and Facilitators who have not just been recommended – **but have been endorsed by manufacturers** for the value they have brought to their companies. You can come to audit them at these workshops, or do what some leading companies will do – **send from 3 to 10 or more to really jumpstart your journey to world class.**

[This is a huge opportunity for firms within easy driving distance of Edmonton to equip as many staff as possible at very low prices.]

- 4. Leadership. Few will debate the assertion that it will be leadership that determines whether we win or fail in the days ahead. It is here where this Conference stands head and shoulders above so many others. I have never seen a Conference of this size with 12 Keynote Speakers...** with every one selected on the basis of the powerful message they bring - and - their passion and personal achievement which will inspire many of us to action. And here they are:
  - Jay Myers** ~ He will set the stage for this conference by 'telling it like it is' about the trends we must buck. He's HPM's first link in our Knowledge Supply Chain. He was recognized as Canada's most accurate economist in Canada in 2004. He is not only an outstanding communicator, but he is passionate about manufacturing and the importance for all of us to understand the data
  - CMA's Perrin Beatty, Wiremold's Tony Larai, Emerson's Larry Barret and Arizona State University's Dan Shunk** form the "Leadership Panel" that will paint a picture from a very informed perspective of the near future desired state required to compete and win in the global marketplace
  - Jim Clemmer** ~ A leader's leader who facilitates the leadership teams of some of the world's largest companies
  - Cindy Jimmerson** ~ an inspiration who applied the Toyota Production System to Healthcare and is making a difference that matters
  - Gus Whalen** ~ A leader who will inspire you about the importance of manufacturing **and of doing it the right way** through passionate interdependence, which is in total alignment with Consortium thinking
  - Gerry Price** ~ An inspirational leader whose vision has taken his company to #1 in Canada and to #1 in the US in 2 years
  - Phil Kirby** ~ A leader and author who will recharge you to create a laser vision that will blow your competition away
  - Norm Bodek** – A truly unique individual to whom the competitive infrastructure of the US owes much. His simplicity of approach is accelerating competitiveness within those companies that listen
  - Dale Crownover** – A man many said after hearing him in Toronto: "Was as passionate, powerful, practical, and inspirational as Rudy Giuliani whom he had followed!"

## And That is Not All – here's a conference that walks its talk

What Focusing on the Leaders Means...

[Pg 12 in the program [www.measureupforsuccess.com](http://www.measureupforsuccess.com) ]

### ■ 2005 Lean Leaders Program

#### Achieving Sustainable Results through People

A program for CEO's, Presidents, Vice-Presidents & their Lean Champions

#### The Program

A key theme for any conference dealing with implementation and sustainability issues must be **Leadership**. The following first 3 Elements are restricted to – and designed for – our Senior Leaders. In recognition of the lead role leadership plays in the success of lean, the Conference is providing every attendee with a free copy of Jim Clemmer's new book *The Leader's Digest*.

#### Element 1 ■ Pre-Conference Survey

April-May

To ensure relevance, all CEO's, Presidents, Vice-Presidents, Senior area Leaders, and members of the Edmonton and AME Champions Clubs who register for the "Lean Leaders Program" will be surveyed to learn what they feel are the **top issues** they face in **putting Lean to work**. From this, the top 10 issues – or barriers to Lean implementation & sustainment – will be confidentially compiled and conveyed to our Leadership Keynote speaker, Jim Clemmer. He will address each issue at the Executive Evening Dinner of peers on June 6th.

#### Element 2 ■ Executive Evening Dinner & Workshop

Monday, June 6th

At this by invitation only dinner for Senior Leaders, at an area restaurant, Lean Leaders will gather to network, dine, and freely exchange ideas on **how to address the top 10 barriers/challenges to the implementation and sustainment of Lean Thinking**. Jim Clemmer, international corporate coach and speaker, will facilitate and lead the session.

#### Element 3 ■ Lean Leaders Reception & Briefing

Wednesday, June 8th 6:15 to 7:30 pm

Open only to those who attended Element 2: the Executive Evening Dinner & Workshop. This session will be facilitated by Pat Carguella who heads the AME Champion's Club to network & compare notes as the conference moves to completion.

For CEO's, Presidents, Vice-Presidents & their Lean Champions... **There is more to be had for Senior Leaders at this Conference.** Right now, the registration list is being scoured for the names of Senior Leaders with titles such as the above. If you feel you qualify, send your request for an invitation to Linda – at 780-426-6622. There is no extra cost for the Dinner and Workshop with Jim Clemmer – And only \$250 for the Day-long Workshop with Dr. Hall on June 6th.

**Those selected will be emailed an invitation to participate in the "Lean Leaders Program."** Included will be a brief two-question survey to answer in order to confirm the top Challenges faced by top lean leaders **in putting in place sustainable implementations.**

Once you have received your invitation confirmation – you may attend Elements 2 and 3 described on pg. 12 in the conference program. The invitation will contain the details and locations you will require.

Element 2 is intended to be a free and open exchange between Leaders with Jim Clemmer, an international Leader's Leader addressing the Leadership challenges being faced and approaches to meeting them. In addition, participants will be presented with Jim's excellent new book – "**Leader's Digest**".

## A Short-Term Opportunity for First 12 CEO's, Presidents & VP's

**See the details in the Conference Program on pg. 12 – or download it from [www.measureupforsuccess.com](http://www.measureupforsuccess.com)**

This one-day workshop with Dr. Robert Hall is for the first 12 Sr. Leaders who feel that **Cultural Leadership is the key** to sustaining excellent company Lean performance! This workshop will ensure intense and full exchanges. It will give a glimpse into how the Cultural transformation can be obtained through a Culture Leadership Change model. Case Study comparisons to organizations that have successfully transformed the culture will be discussed.

#### About The Course Leadership Team.

**Dr. Robert Hall**, professor emeritus, Indiana School of Business. "Doc" Hall was a founder of AME and is currently Editor-in-Chief of North America's best Manufacturing publication – the AME's flagship Target magazine. Dr. Hall has been working with a select team at the direction of the Board of Directors of the Association For Manufacturing Excellence to begin forming a means to assist top leaders in evolving a transformational Lean Leadership style that will provide results that are more sustainable than what is presently seen in North America

**John Woods** has worked in leadership roles in high tech for many years. With an MS in engineering, he joined IBM, and later worked for Reference Technology (a Boulder start-up) and Storage Technology. Areas of leadership included product development, product planning, operations and corporate quality. He led a business unit for 5 years where the organization focused on excellence by changing to a participative and learning culture. He used this experience to transform other organizations to ones attaining high productivity and effectiveness, while creating a culture that engaged employees. Currently he is doing consulting in leadership training and operations effectiveness.

**Susan Skjei, M.S.**, has been exploring the power of awareness and mindfulness disciplines in her work with leaders for many years. As a Training Manager for Hewlett-Packard in the '80s and Chief Learning Officer for StorageTek in the '90s, Susan experimented with a variety of approaches to training the "whole leader," while simultaneously meeting bottom-line objectives. She also became a senior Shambhala Training Director, and taught meditation programs in the US, Canada and Europe. In 2000, she founded SaneSystems, a management consulting firm specializing in organizational change and leadership development. Currently, in addition to consulting and coaching, Susan directs and teaches in the Authentic Leadership Certificate program at the Naropa University in Boulder, Colorado. She is also a founding member of the Shambhala Institute in **Halifax, Nova Scotia** and currently serves on the Advisory Council.