

**Volume 12, Issue 42** □ **October 17, 2005***Important Dates to add to your calendar...*

- ❑ **Oct 19, 9-4 pm: Inter-Consortium Conference Call & GMT Meeting.** The GMT will meet at Gerrie Electric to discuss HPM structure changes – plus to hold an inter-Consortium Call under the direction of HPM's Chair of Opportunities and Alliances, Paul Deckert. The GMT will join a Winnipeg Board Meeting in progress with members from 4 Manitoba consortiums.
- ❑ **Oct 25, 9-11 am. HPM Employee Leveraging Tour #2** Member: **Samuel Strapping**, Host: **Daniel Stancescu** 12 Seats only – Register with Nicole.
- ❑ **Oct 25/26: Concluding 2 days - "Achieving Results Thru People" "Effective Lean Management Skills"** for Lean leaders in Lean environments looking for practical tools. [www.hpmconsortium.com](http://www.hpmconsortium.com)
- ❑ **Oct 31-Nov. 4: AME International Lean Conference** in Boston. For program details check: [www.ame.org](http://www.ame.org)
- ❑ **Nov 16, 8 am-12:30 pm: HPM Health & Safety Officers Exchange.** Host: **Rockwell Automation – Raglin Facility.** Bill Malus will host this freewheeling, open exchange of issues, standards and best practices. Limited to HPM Member Companies.
- ❑ **Nov 22, 9-11 am. HPM Employee Leveraging Tour # 3.** Member: **Orenda Aerospace.** Host: **Brenda McIntosh.** 12 seats only available – first come. Register with Nicole at [info@hpmconsortium.com](mailto:info@hpmconsortium.com)
- ❑ **Dec 1, HPM Share Showcase,** GE HQ Mississauga. *Time to pick top concepts to present. If any HPM'ers did not get the e-mailed Guidelines & Registration forms – contact Nicole. Deadline for Presentations: Oct. 31, 05. Participant names by Nov. 15<sup>th</sup>.*
- ❑ **Dec 13, 9-11 am. HPM Employee Leveraging Tour # 4.** Member: **Gerrie Electric.** Host: **Jenny Worthington.** 12 seats only available – first come. Register with Nicole at [info@hpmconsortium.com](mailto:info@hpmconsortium.com)
- ❑ **June 12-15<sup>th</sup>, 2006 Second Canadian Regional Conference... Kitchener-Waterloo Region Canada.** Consider accelerating your Lean Journey. Download from [www.hpmconsortium.com](http://www.hpmconsortium.com) – Click "Resources" on the home site, and then "2006 CDN Conference"



## The Asian Tigers are Coming Our Way....

With the reported enthusiastic new exploitation of Lean by 'new competitors' such as China and India – it is becoming important to look at how North America companies are exploiting Lean - or not - as the case may be.

### Quick and Easy Kaizen – a lesson in simplicity

On **October 12<sup>th</sup>** HPM'ers from **Tempress & Mancor** joined 35 other area manufacturers who attended the sold out "**Quick and Easy Kaizen**" workshop organized by HPS and delivered by **Norman Bodek** at the Cambridge Hilton Gardens. For some, it showed how weakly we are addressing basic strategies, and how worrisome it may become when companies with no manufacturing history become our competitors because they learned how to 'do it right' the first time and did not have to unlearn old ways.

### Quick and Easy Kaizen – The session

The session lived up to its advance billing with 40 people enthusiastically rating the day at a very respectable **4.41 out of 5 – plus – giving Norm a personal rating of 4.54.** It was a golden opportunity for practitioners to re-connect with simplicity. In addition, Norm added a rare element of credibility as he shared with us his direct interchanges with the top masters, senseis, and leaders in Japan over the last 20 years. His conversations with Shingo, Hirano, Ono, & many others as he translated their work into books published by his firm – Productivity Press.

### Observations From Norm Bodek (Cont'd)

Here is an email from Norm received just before the

### NOTICE: TO HPM HEALTH & SAFETY LEADERS

The agenda is coming together now. The day looks like a frank and open exchange of issues of common concern that will provide the opportunity to learn what others are doing, and who you might add as a new link in your personal "knowledge supply chain"

## Want AfEE's 5-S SIG Auditing Team to Peek at You?

Two weeks ago, the Tool Room of AfEE Member **Saint-Gobain's Paris plant** was the site of a 'Tough-love Audit' by some **20 auditors from Barrday, Saint Gobain, RIM, Stack-A-Shelf, and Ledco** who convened to investigate and share their findings with Saint Gobain's management. "We don't get 'paid' to be nice" chuckled one of the auditors – but upon completion there was much respect coming from the host site leaders. Such an audit can be a solid win for any company that possesses a desire to listen and act on advice that is frankly given for consideration.

**This excellent continuing initiative has a serious (and highly positive) win-win significance.** There's 'gold' in this process as employees begin to understand and calibrate just what a "2" or a "4" really means.

How do the auditors gain this kind of knowledge?? Each time they audit another company, their 'knowledge quotient' increases. This is further enhanced when they use the **audit sheets of the host company** which helps bring everyone's level of understanding to new vistas. Their Audit Team – welcomes any invitation from an HPM company. If there is interest – simply call **Scott Smith at 519-893-6260 to check out possible dates. Everyone wins. The real winners are the companies from which the auditors come. They gain a perspective not possible any other way.**

workshop as he was on his way back from Malaysia to join us in Cambridge for our session. He is a very passionate man – especially when it comes to the threat of manufacturing survival. It was this fear that caused him to travel well over 60 times to Japan to bring the practical and hands-on teachings to North America where he continues to publish them. In Malaysia he was completing a two day workshop which he shared with us in Cambridge. His sessions are practical and are directed toward those who want to roll up their sleeves and make things happen.

Here's the note your Weekly Update editor received from Norm - the bolding in the text is your editor's:

Dear Dave,

*I just returned from a two day workshop in Malaysia. I was never before challenged more than I was on this trip. These people are truly like "Asian Tigers." They are growing so swiftly, voraciously, and are fiercely demanding information that will make them more competitive.*

*Like the story of the Tortoise and the Hare we are still sleeping at the side of the road. I read the following headline on Thursday on **The Straits Times** newspaper in Singapore [Major newspaper in Singapore]. "**Target 2018: Double the manufacturing output.**" This is directed by the governmental leaders in Singapore. It represents **21,500 new jobs per year** for Singapore.*

*Our governments do not understand their roles [in setting such visions]. Wall Street wants only profits now and doesn't care that we are "selling our souls, the very essence of our survival," by allowing our manufacturing to die."*

Norman Bodek

## Last call Employee-to-Employee TOUR #2WO Samuel Strapping

**SITE HOST:** Daniel Stancescu - 905-279-9580

**TOUR DATE:** Tuesday October 25th, 2005, 9–11:00pm

**REGISTRATION:** Send names, title, phone number and email address of participants to: [info@hpmconsortium.com](mailto:info@hpmconsortium.com)  
Limited to 12 participants - first come basis.

**The tour will focus on the CNC Machine Centre.**

Kanban areas for work-in-progress materials

Materials loading & unloading (e.g. coils)

Tooling change-over (e.g. slitting)

Process flow (e.g. optimization)

## Announcing a Change – a small lean contribution

The HPS (High Performance Solutions) website can now be found at [www.hpsinc.ca](http://www.hpsinc.ca). No more typo's and missing letters? ☺👍

The older version [www.highperformancesolutions.ca](http://www.highperformancesolutions.ca) is still active but will be eventually phased out.

## HPM Member-To-Member Training

Hammond Mfg (Enclosures) has a 3-Day course running Nov. 8,9,&10 on site for ISO 9001/2000 Internal Auditor Training. The first 4 HPM folks who register with Nicole before October 28<sup>th</sup> can have the seats.

## Employee-to-Employee Leveraging tours

**Tour 3ree:** Tour Orenda Aerospace - 3160 Derry Road E, Mississauga

**Site Host:** Brenda McIntosh, CI Manager. Tel: 905-673-3250 ext.3346 ~ [Bmcintosh@orenda.com](mailto:Bmcintosh@orenda.com)

**Date:** Tuesday, November 22, 2005 From 9:00 am to 11:00 am

**Registration:** There is no cost but must send 1) Names 2) Title 3) Phone number & Email addresses of each participant to Nicole at [info@hpmconsortium.com](mailto:info@hpmconsortium.com). Registration is limited to 12 people (first come basis)

**All Leveraging Tours are exchanges designed to be a win-win for visitor & host alike**

**What you will see:**

> Progress in eliminating tool boxes in the Production area following recommendations from last tour.

**What we would like help with**

Your host is looking forward to your thoughts and ideas on 1) **Tool Storage & Handling and, on 2) Job staging and preparation cycles.**

## Tour 4our: Gerrie Electric - 4104 South Service Road, Burlington, ON

**Site Host:** Jenny Worthington, 905-681-3656 ~ [jworthington@gerrie.com](mailto:jworthington@gerrie.com)

**Date:** Tuesday, December 13 From 9:00 to 11:00 am

**Registration:** There is no cost but must send 1) Names 2) Title 3) Phone number & Email addresses of each participant to Nicole at [info@hpmconsortium.com](mailto:info@hpmconsortium.com). Registration is limited to 12 people (first come basis)

**All Leveraging Tours are exchanges designed to be a win-win for visitor & host alike**

**What you will see:**

- 1) Gerrie's approach & progress toward the elimination of paper. Also shown will be their picking and packing process in the central warehouse
- 2) The "GTSS" or Gerrie Total Supply Services commodity management