

Volume 12, Issue 48 ☐ November 28, 2005

Important Dates to add to your calendar...

- ☐ **Dec 1, HPM Share Showcase, GE HQ Mississauga.** If any HPM'ers did not get the Guidelines & Registration forms – contact Nicole. She needs the basic forms & names by Nov. 15th.
- ☐ **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
- ☐ **June 12-15th, 2006 Second Canadian Regional Conference... Kitchener-Waterloo Region Canada.** Consider accelerating your Lean Journey. Download from www.hpmconsortium.com – Click "Resources"

Share Showcase Dec. 1st

GE HQ – Mississauga - Are you ready, HPM'ers?

This exciting initiative began last year with each HPM company selecting something they wanted to share. 11 companies will be presenting this year, which is up from 2004. Check out the Agenda of high value & excellent topics to be shared on Page 2. Last year's take-aways were first rate – this year's array is even more so! See you there.

Highlights of Wednesday's HPM Board Meeting

1. Dr. Ian Stuart's Shared Consortium Insights

Fresh from chairing a Special Interest Group on global Consortia with Dave Hogg held at the 21st Annual AME International Conference in Boston, Ian Stuart shared his views on the nature of consortiums he is observing. Ian coined the phrase "**Leveraged Learning Network**" in his paper profiling the High Performance Manufacturing Consortium which was published in the Sloan Management Review in the summer of 1998.

Since then Ian has investigated consortia in Australia, the US, and Canada and shared his general observations with the Board Members. As Ian sees it, there are 3 typical "Consortia Models" emerging, although variations exist depending on geographical location and member composition. The three Consortium Model include:

1. **A 'Tier 1', or simple training-based Consortium** which focuses on loose member linkages but with a central focus of acquiring training.

Quick Update: Your Newsletter editor and Bev welcome our first granddaughter & future assistant proof reader... Mackenzie Claire Stevens – 6.5 lb. All doing well - Grandfolks still recovering!

2. **A Consultant-Based Consortium** with a consultant providing services as required
3. **A Learning Consortium** – which is the HPM Model – with close-knit members exchanging knowledge and practices, sharing training, and focusing on learning matched to the member objectives. It is this model which was dubbed the 'Leveraged Learning Network,' by Ian in 1998.

Ian's presentation was appropriate & timely as HPM is reviewing its "Go Forward Strategy" for their next decade.

2. HPM Elections Yield Strong Slate for 2006

The General Management Team is made up of the following which includes: 1) Chair: Board; 2) Chair: Leveraging & Learning; 3) Chair: Opportunities & Alliances; 4) Chair: Vision, 5) Chair: Finance and 6) the President.

All members, with the exception of the President, are elected for a 2-year period. Half of the members are elected yearly to ensure continuity.

Elected at the November 23rd Board meeting were the following GMT Members, each of whom will serve for a two year term:

Newly Elected GMT Members were:

Chair HPM Board:

Bill Malus, GE Insp. & Repair

Chair Leveraging & Learning:

Richard Solonenko, VP Gerrie Electric

Chair Opportunities & Alliances:

Paul Deckert, Manager Std Products Rockwell Automation

The other chairs will be elected next year. The **President's position** is appointed yearly.

3. Inter-Consortium Exchange Cited for High Value by GMT Members

Paul Deckert, Chair Opportunities & Alliances, reported on the Oct. 19th 'Consortium-to-Consortium' conference call with the 4 Manitoba Consortia as a most valuable exchange of ideas, and looks forward to more in the future. Some takeaways from the call included the fact that their members place high value on their leveraging tours – so much so that their tours are nearly always full even though they have been

running for over two years. It was noted that the consortiums are run, and highly supported, by the CME. To explore this further, Paul will contact the consortium. Their board meet-

ings are held monthly and are full- day events. The Manitoba delegates reported high meeting attendance, with many meetings actually having perfect attendance.

There is more interest in coming exchanges from other consortiums. The two, and possibly three, BC Consortiums are looking forward to joining in on the next sessions.

Interest is spreading beyond Canada with HPM now considering an invitation from the Jacksonville FL Consortium for a tour early in the New Year. This Consortium has drawn in members from the services sector including the local Sherriff's Office which is one of the strongest supporters.

Dr. Robert Hall Recipient of 2005 SME Gold Medal Award HPM Knowledge Supply Chain Link

It is official – **Dr. Robert (Doc) Hall** – is this year's recipient of the **SME (Society of Manufacturing Engineers) Gold Medal Award**. The Gold Medal is awarded to the top candidate who is **"recognized as truly exemplifying the very best in manufacturing today and who provide outstanding service to the manufacturing engineering profession in technical communications through published literature, technical writings, and lectures."**

This award is open to any person meeting the above criteria whether they are members of SME or not. Since 1932, when the Society of Manufacturing Engineers was founded, SME has provided awards of international recognition "to acknowledge and highlight the exceptional achievements of members and non-members alike who have made significant contributions to the social, technological and educational progress of manufacturing."

This year's Gold Medal winner is Dr. Robert (Doc) Hall – who many know as the 'Editor-in-Chief' of **Target Magazine** – a publication that Tom Peters has proclaimed to be 'the best manufacturing publication anywhere.' Doc, the founder of AME, has long been recognized in the Lean field as one of its pioneers from his seminal work on **"Zero Inventories"**

HPM'ers had the opportunity to meet Doc during his participation at our HPM Board Meeting held at Canada Post – where he was acknowledged and welcomed as an **"HPM Knowledge Supply Chain Link,"** and as such, joined leaders such as Jay Myers, the Chief Economist for the CME, Ben Hume, President of Alco Ventures, and Norm Bodek, President of PCS Press. This is a world-class award since the SME collaborated with the most

accomplished and influential individuals, corporations, and organizations around the globe to continually promote the importance of manufacturing. **On behalf of HPM – we warmly congratulate Doc for his award and for his contributions to manufacturing.**

Agenda: Share Showcase

To Exchange, To Learn, To Grow ~To Win

- 8:00 am Setup Displays & Continental Breakfast
- 8:30 Opening Remarks - Bill Malus, HPM Board Chair
- 8:50 Welcome-Bill Malus, Dave Hogg ?
Objectives & Introductions Everyone
- 9:30 Willow Manufacturing
Willow Manufacturing tour vision
- 9:50 Mancor ~ Implementing their CI Program
- 10:10 Break/Networking
- 10:30 Orenda Aerospace ~ The **elimination of toolboxes** and skids, and their improved workflow
- 10:50 GE Inspection & Repair ~ **Digitization of their quoting and work order process**
- 11:10 Canada Post ~ In 2005, Canada Post reviews their end to end flow from the street letter box to the customer mail box. The focus has been on leveling and synchronizing the processes. **As a result, 85% of the mail is picked up in a Toronto mailbox at 5pm and delivered in Toronto the next day by 9am.** The presentation will explain the concept, the challenges and the successes.
- 11:30 Visit the Booths
- 12:00 Lunch/Networking Session
- 12:50 Rockwell Automation ~ Rockwell Automation worldwide has developed a Lean/Six Sigma training program, and how **Rockwell Automation is transitioning their culture** and driving measurable results will be discussed.
- 1:10 Bird Packaging ~ Bird Packaging's visual controls to assist with material flow and downtime reduction.
- 1:30 Tempress Ltd. ~ Internal management through P.D.C.A. (Plan, Do, Check, Act)
- 1:50 Gerrie Electric ~ Automation of Picking & Packing functions in their Warehouse - use of RF Guns & software from DSI.
- 2:10 Break/Networking
- 2:30 Hammond Power Solutions ~ Hammond Power Solutions training process for new hires
- 2:50 GE Multilin ~ GE Multilin will give an **update on their Process Control Software (presented in 2004)** that has been expanded to include Auto Calculation and Presentation of TAKT time and performance against posted targets.
- 3:10 Roundtable Discussion ~ Each company reports the top two ideas or benefits they feel they could use **'Round the table Kaizen'**
- 3:30 Wrap up: Bill Malus ~ Completion of eval. forms

Please note: All displays must be completely set up by 8:30am. Photo ID is required for admittance into the GE facility