

Developing a Lean Workforce

A Guide for Human Resources,
Plant Managers, and Lean Coordinators

CHRIS HARRIS
RICK HARRIS

Foreword by James Womack

Developing A Lean Workforce Developing A Lean Workforce

Chris Harris, Rick Harris



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Developing a Lean Workforce Chris Harris, 2007 Changing an organization from a mass manufacturing environment to a lean environment is significant and affects all levels of the company if the implementation is done correctly Many times however lean implementers become so involved with the nuts and bolts of lean implementation that the people side of the business is neglected Transform your HR Department into an Agent of Change during Lean Implementation With an HR perspective veteran consultants Chris Harris and Rick Harris walk readers through a simple step by step proven method for transforming a mass production workforce into a lean thinking one that possesses the necessary skills training and attitude to march in a new direction They explain the role of human resources in a lean oriented facility emphasizing systematic training that continues for all employees They also discuss the value of promoting employees from within a facility to team leader and group leader positions and the importance of flexibility This critically acclaimed book includes sample training sessions with explanations Most of us are now far enough down the path in lean production to realize that the results lie in the details This short volume presents all of the details you will need to create a frontline workforce and system of direct supervision that can effectively plan do reflect and adjust as you move your own operations steadily ahead James Womack Chairman Lean Enterprise Institute

Lean Supplier Development Chris Harris, Rick Harris, Chuck Streeter, 2017-07-27 In the global marketplace no business is a self contained island No matter how effective your internal material movement to be a future thinking business you must go to the next step and develop long term supplier partnerships built on a dedication to continuous improvement and the basic concepts of Lean implementation **Lean Supplier Development** **Capitalizing on Lean Production Systems to Win New Business** Chris Harris, Rick Harris, 2017-07-27 Although there are many organizations that have implemented Lean production systems and become more profitable as a result there can be a gap between what those organizations currently do and how they should plan for and profit from new business **Capitalizing on Lean Production Systems to Win New Business** **Creating a Lean and Profitable New Product Portfolio** explains how to create a Lean product portfolio to fill that gap so you can become more profitable from that new business **Providing a fundamental understanding of the Lean enterprise production system** this book can help an organization take its current Lean knowledge and translate that knowledge into a step by step methodology to win and launch new business Lean topics covered include Value Stream Mapping Plan for Every Part Process Design and Standard Work Scheduling and Material Flow Machine Changeover Quality and Continuous Improvement By developing the New Product Acquisition and Launch Portfolio presented in this book you can dramatically improve your ability to produce the products customers desire and deliver them on time Focusing on the concepts that are critical to the longevity of your Lean enterprise system this book will help you understand how to deliver a product that meets the quality and delivery standards of your customer It will also help you understand how this new product fits into your Lean enterprise system Detailing how to achieve a successful new product launch through

upfront planning this book provides you with the tools to enhance efficiencies throughout your supply chain **Capitalizing on Lean Production Systems to Win New Business** Chris Harris,Rick Harris,2013-12-14 Although there are many organizations that have implemented Lean production systems and become more profitable as a result there can be a gap between what those organizations currently do and how they should plan for and profit from new business Capitalizing on Lean Production Systems to Win New Business Creating a Lean and Profitable New Product Portfolio explains how to create a Lean product portfolio to fill that gap so you can become more profitable from that new business Providing a fundamental understanding of the Lean enterprise production system this book can help an organization take its current Lean knowledge and translate that knowledge into a step by step methodology to win and launch new business Lean topics covered include Value Stream Mapping Plan for Every Part Process Design and Standard Work Scheduling and Material Flow Machine Changeover Quality and Continuous Improvement By developing the New Product Acquisition and Launch Portfolio presented in this book you can dramatically improve your ability to produce the products customers desire and deliver them on time Focusing on the concepts that are critical to the longevity of your Lean enterprise system this book will help you understand how to deliver a product that meets the quality and delivery standards of your customer It will also help you understand how this new product fits into your Lean enterprise system Detailing how to achieve a successful new product launch through upfront planning this book provides you with the tools to enhance efficiencies throughout your supply chain

Lean Connections Chris Harris,Rick Harris,2008-06-02 Dependable information flow is a necessary prerequisite to the successful implementation of lean production principles But while most managers understand how to make materials and manpower flow the flow of information tends to be much more underdeveloped Even companies that excel at recognizing waste and are otherwise adept at implementing the principles of lean production are often challenged to provide satisfactory information flow Lean Connections Making Information Flow Efficiently and Effectively isdesigned to help you rethink the way your organization views information flow It provides the building blocks of a comprehensive information flow system showing you calculations and methods that will allow you to get the necessary information to those individuals who need it when they need it Following a logical and detailed progression this manual shows how to make information flow in lean production facility From the end customer through materials control to the production floor On the production floor at the operator team and value stream level And then from the production floor to the management of the facility Employing a workbook format this manual follows RNA Manufacturing a fictional company through its implementation of a comprehensive lean production system As the authors outline RNA s methods and thought processes they employ exercises that ask questions about your own production system Your challenge is to think deeply about the answers as well as the changes that need to be made to effectively make information flow through your facility Make certain that everyone gets the information that they need when they need it **Lean Human Resources** Cheryl M. Jekiel,2020-05-26 Lean Human Resources

addresses a critical issue facing organisations undertaking lean transformation or attempting to create a lean culture of continuous improvement. People are the single biggest factor necessary to ensure success but it is common for the role of the HR department to be overlooked. Cheryl M Jekiel, who has been implementing Lean initiatives out of HR offices for more than 20 years, defines the people-related approaches and practices required for success. She explains how the HR function must work hand in hand with senior leaders to alter the cultural dynamic that keeps employees from leveraging their peak abilities, analysing why so many companies allow this sort of waste to exist and how traditional HR departments have not been especially effective in combating waste. The book provides continuous improvement professionals, executives, and business owners with the means to maximize employee potential by showing them how to increase the improvement power of their HR departments. It also helps them understand what lean transformations can achieve with the correct investment of time, funds, resources, and leadership approach. It is also the perfect introduction to lean for those working in HR, explaining the role they should take to support lean implementation and help their colleagues achieve their full potential. Much has been learned since the first edition published five years ago, based on the hundreds of conversations the author has had about Lean HR with people from all over the world. This new edition brings Lean Human Resources right up to date.

The Handbook of Intergroup Communication Howard Giles, 2012. The Handbook of Intergroup Communication brings together research, theory, and application on traditional as well as innovative intergroup situations, exploring the communication aspect of these groups. The volume is organized into four domains: cross-disciplinary approaches to intergroup study, types, processes of communication between groups, communication between specific group types, and arenas in which intergroup communication takes place. Editor Howard Giles worked with an internationally based advisory board to develop and review content, and the contributors included here represent those scholars doing innovative and well-regarded work around the globe. The intergroup umbrella integrates and transcends many traditional conceptual boundaries in communication, including media, health, intercultural, organizational, and hence the Handbook will appeal to scholars and graduate students not only in the core area of intergroup communication itself but across varying terrains of study in communication and beyond, including intergroup relations and social psychology.

Neoliberal Contentions Lois Harder, Catherine Kellogg, Steve Patten, 2022-12-21. Since the 1980s, neoliberalism has had a major impact on social life and in turn research in the social sciences. Emerging from the crisis of the Keynesian welfare state, neoliberalism describes a social transformation that has impacted relationships between citizens and the state, consumers and the market, and individuals and groups. Neoliberal Contentions offers original essays that explore neoliberalism in its various guises. It includes chapters on economic policy and restructuring, resource extraction, multiculturalism, and equality, migration and citizenship, health reform, housing policy, and 2SLGBTQ communities. Drawing on the work of influential Canadian political economist Janine Brodie, the contributors use Brodie's scholarship as a springboard for their own distinct analyses of pressing political and social issues. Acknowledging

neoliberalism's crises, failures, and contradictions, this collection contends with neoliberalism by diagnosing the present, situating the phenomenon within a broader historical and political economic context, and observing instances in which neoliberal rationality is reinforced as well as resisted. Global Encyclopedia of Public Administration, Public Policy, and Governance Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration, public policy, governance, and management. Written and edited by leading international scholars and practitioners, this exhaustive resource covers all areas of the above fields and their numerous subfields of study. In keeping with the multidisciplinary spirit of these fields and subfields, the entries make use of various theoretical, empirical, analytical, practical, and methodological bases of knowledge. Expanded and updated, the second edition includes over a thousand of new entries representing the most current research in public administration, public policy, governance, nonprofit, and nongovernmental organizations and management, covering such important sub areas as:

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- 20 a lot more.

Relevant to professionals, experts, scholars, general readers, researchers, policy makers, and managers and students worldwide, this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field.

How to Build a Nontraditional Career Path Ron Elsdon, 2014-08-26 An invaluable resource for general readers at any career stage, this book explains why, when, and how to engage in a fulfilling nontraditional career path that is both inspiring and practical. The paradigm of the successful career has shifted. No longer is working for a single company or even within a single career field throughout one's lifetime the norm. Today many people are considering nontraditional paths to achieving success. *How to Build a Nontraditional Career Path: Embracing Economic Disruption* explains what such a career path looks like and details the benefits and challenges of pursuing this option. Author Ron Elsdon identifies the types of individuals who will likely find nontraditional careers attractive and examines critical strategic issues, thereby enabling the reader to assess whether and how such a path might fit their personality, life goals, and career objectives. The information presented will benefit those considering something different at their entry to the workforce, individuals in middle or later career stages re-assessing their direction, people re-engaging with a career at an encore stage, or those whose previous

career paths have been disrupted by an external event such as job loss

Eventually, you will enormously discover a supplementary experience and execution by spending more cash. still when? do you understand that you require to get those all needs subsequent to having significantly cash? Why dont you try to get something basic in the beginning? Thats something that will guide you to understand even more roughly the globe, experience, some places, taking into consideration history, amusement, and a lot more?

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