



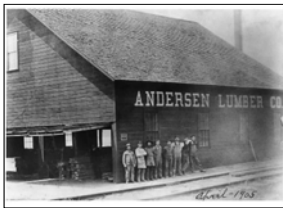
PRESENTS:

EDUCATIONAL SEMINAR
Leaders Standard Work

Mick O'Neill

Lean Manufacturing Manager

Andersen: From Lumber Yard to Corporation



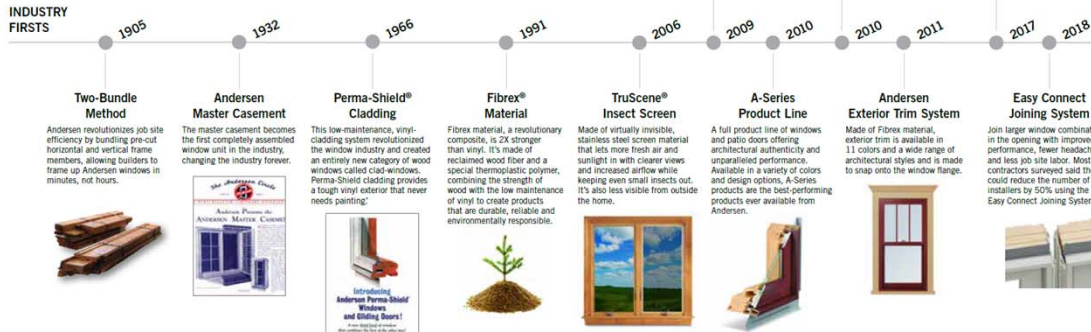
100 Series Windows and Doors
Made of innovative Fibrex® material, 100 Series products feature environmentally responsible construction, low maintenance and energy-saving performance.



VeriLock® Security Sensors
VeriLock sensors not only indicate whether windows or patio doors are open or closed, they even indicate if they are locked or unlocked.



Installation Guide Configurator
Easily configure customized installation guides based on the product type and installation method being used.



1903 – today: A Journey of Value Creation

Process SW vs. Leader SW



- | | |
|--|---|
| <ul style="list-style-type: none"> • Work:
The human operation of a process | <ul style="list-style-type: none"> • Role:
the function assumed or part played by a person in a particular situation |
| <ul style="list-style-type: none"> • Work in a Process: <ul style="list-style-type: none"> – Output – Steps – Sequence – Timing | <ul style="list-style-type: none"> • Role of a Individual/Leader: <ul style="list-style-type: none"> – Outputs – Tasks – Deadlines – Frequency |
| <ul style="list-style-type: none"> • If not standard:
“We have to wait for Joe to come back.”
“It’s an art, not a repeatable process” | <ul style="list-style-type: none"> • If not standard:
“We have to wait for Joe to come back.”
“What does Joe do any way?” |

A role is a set of specific processes/work to be managed together

The purpose of LSW (a defined role)

- Changed education to:
 1. Discover **Why**, *WIIFM*
 2. Discover **What** is needed
 3. Then teach the **How**
- **Why** – What's in it for me:
 - You deserve to have a successful, every day
- **What** – to succeed I need:
 - Capacity
 - Priority
 - Alignment
- **How** to learn & manage:
 - Leader Standard Work
 - Accountability/Kanban Board
 - Purposeful One-on-ones



Tools are a path to learn and achieve what we need to succeed

The purpose of LSW – Developing Routine

Expected (Target) Routine						
Time	Mon	Tue	Wed	Thu	Fri	
06:45	Home	Home	Home	Home	Home	
07:00	D-01	D-01	D-01	D-01	D-01	
07:15	D-01	D-01	D-01	D-01	D-01	
07:30						
07:45						
08:00						
08:15						
08:30	D-02	D-02	D-02	D-02	D-02	
08:45	D-02	D-02	D-02	D-02	D-02	
09:00	D-02	D-02	D-02	D-02	D-02	
09:15	D-02	D-02	D-02	D-02	D-02	
09:30						
09:45						
10:00						
10:15						
10:30						
10:45						
11:00						
11:15						
11:30	Lunch	Lunch	Lunch	Lunch	Lunch	
11:45	Lunch	Lunch	Lunch	Lunch	Lunch	
12:00	Lunch	Lunch	Lunch	Lunch	Lunch	
12:15	Lunch	Lunch	Lunch	Lunch	Lunch	
12:30	D-03	D-03	D-03	D-03	D-03	
12:45	D-03	D-03	D-03	D-03	D-03	
13:00						
13:15						
13:30						
13:45						
14:00						
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14:30						
14:45						
15:00						
15:15						
15:30						
15:45						
16:00						
16:15						
16:30						
16:45						
17:00	Home	Home	Home	Home	Home	

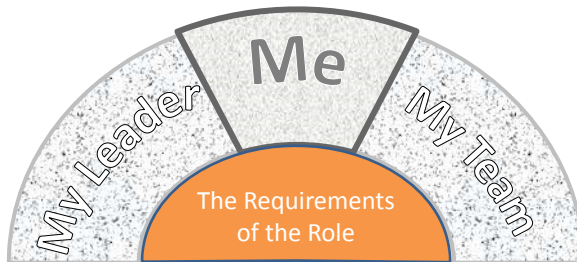
Teaches how to manage Capacity, Priority & Alignment

Defining, Aligning & Connecting Roles

Micro-management = not aligned

We play 3 different roles:

1. What we **actually** do
 2. What we **expect** to do
 3. What our **leader** expects
- }
- Conflict = not aligned



Teaches how to manage Capacity, Priority & Alignment

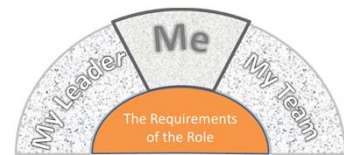
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09:00	W-02				
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13:00					
13:15					
13:30	W-03	W-03	W-03	W-04	
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17:00	Home	Home	Home	Home	Home

Reflecting on Roles

- But no day will be standard!!
 - We **expect to miss** target
 - Reflecting = learning
- Your Review: **Execution**
 - Reacts to the hurdles (real-time)
 - Iterates to avoid hurdles
- Your Leader's review: **Definition**
 - Right tasks?
 - Right allocations?
 - Right amount of flexibility?
 - Ease of Execution? How can I help?



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17:00	Home	Home	Home	Home	Home



Teaches how to manage Capacity, Priority & Alignment

Leader Standard Work - Summary

1. People know the tool,
but not the purpose

- Have more good days!
 - Get capacity
 - Get priority



2. Individual roles defined,
but not connected

- Connect the expectations
 - Get alignment with Leader
 - Get alignment with Team



3. No reflection on tool or
practice

- Reflect together
 - Get a role that is getting easier
 - Get a role that is getting better



A means to learn how to manage and improve a role



Manufacturers Alliance
Sharing Education & Resources Peer to Peer

Thank you for joining us!