

COACHING FOR CONTINUOUS IMPROVEMENT

BROUGHT TO YOU BY:



Manufacturers Alliance
Providing Training & Education Peer to Peer

GUEST SPEAKER



Tammi Dorion, Dir. of Lean Development
Landscape Structures, Inc.

- ✓ Adapt to others on your team
- ✓ Go see and do for yourself
- ✓ Guide, don't solve



SM

Be amazing.

Coaching for Continuous Improvement

Culture of empowered employees



1996

ISO 9001:2000 certified (*quality*)

1998

ISO 14001:2004 certified (*environment*)

1999

Kaizen implemented

2004

30% employee owned

2008

49.9% employee owned

2012

100% employee owned

A young child with long blonde hair is running through a field of tall grass at sunset. The child is wearing a pink cardigan over a white shirt and blue pants. A colorful blanket is on the ground nearby. The sun is low on the horizon, creating a warm, golden glow. The background shows a line of trees and a fence.

Our Mission

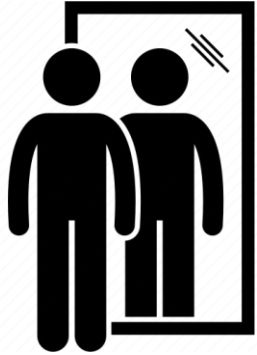
To enhance children's lives by fostering and creating inspiring play experiences while honoring the environment.

“Lean is a system that says there is no limit to people’s creativity. People do not come here to **work** they come here to **think.**”

-Taiichi Ohno



Tips for Coaching



Self
Awareness



Go SEE



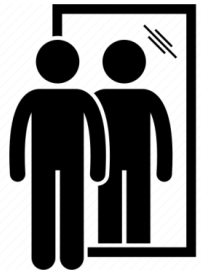
Guide, don't solve



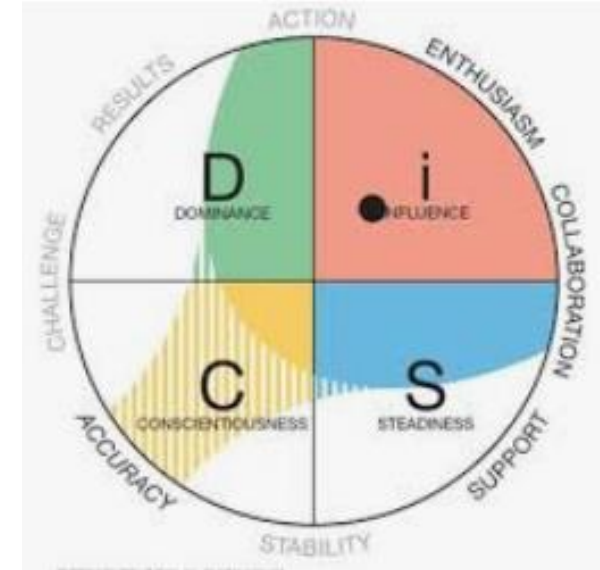
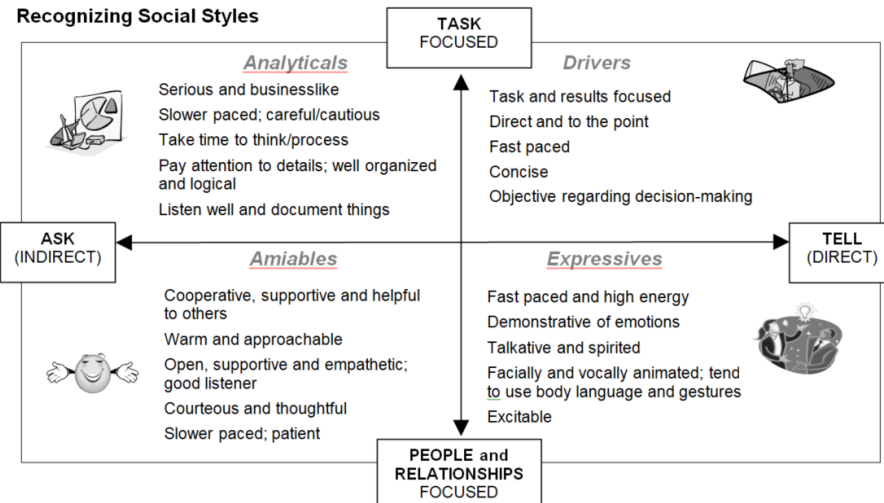
Situational
Awareness



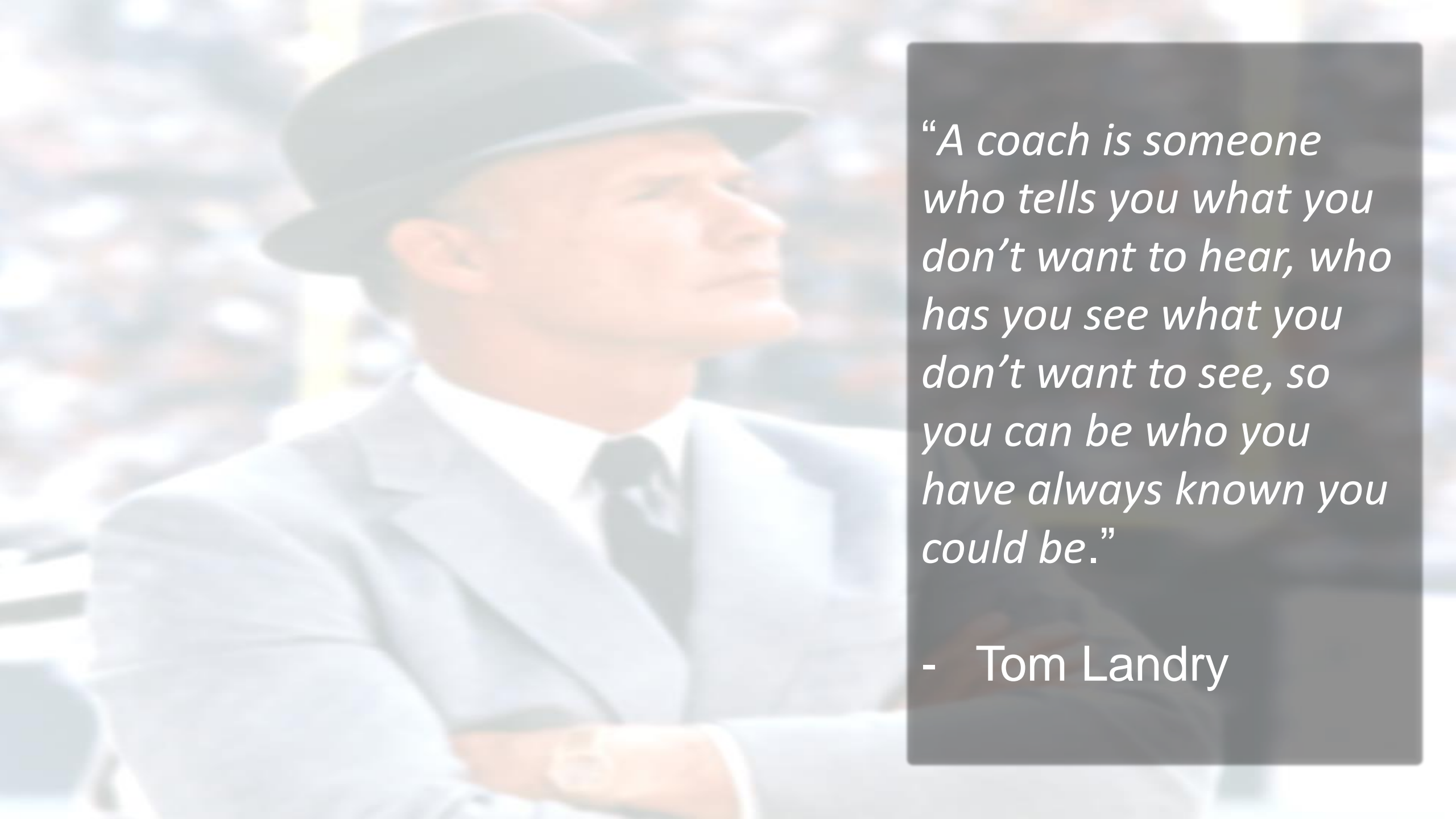
Advocate for the
process



Know & Control Yourself



Know & Adapt to Others

A man in a dark suit, white shirt, and dark tie, wearing a dark fedora hat, is shown in profile, looking towards the right. The background is a blurred crowd of people, suggesting an outdoor event or stadium. The image has a soft, slightly desaturated color palette.

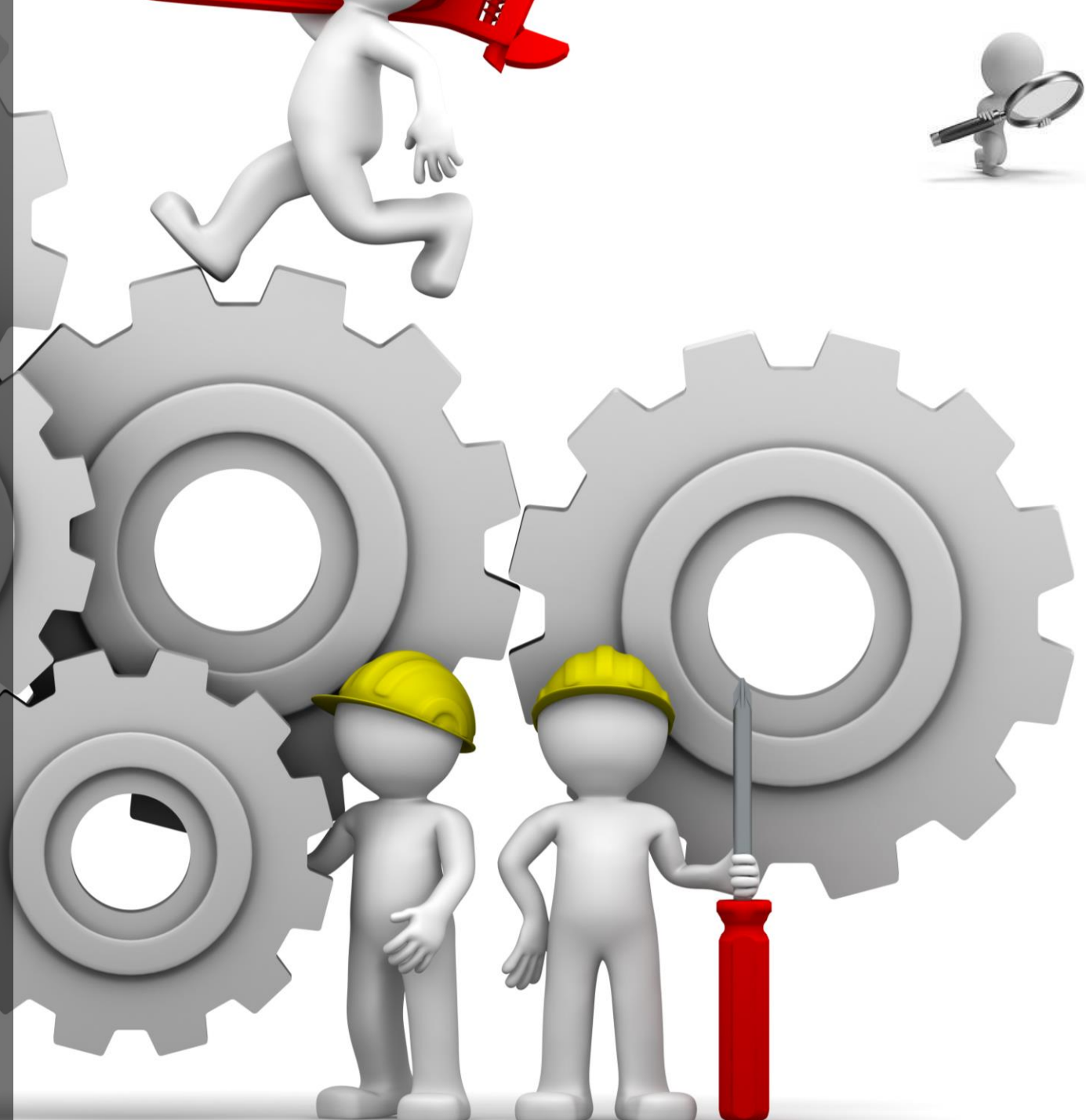
“A coach is someone who tells you what you don’t want to hear, who has you see what you don’t want to see, so you can be who you have always known you could be.”

- Tom Landry



Go SEE.....

and DO





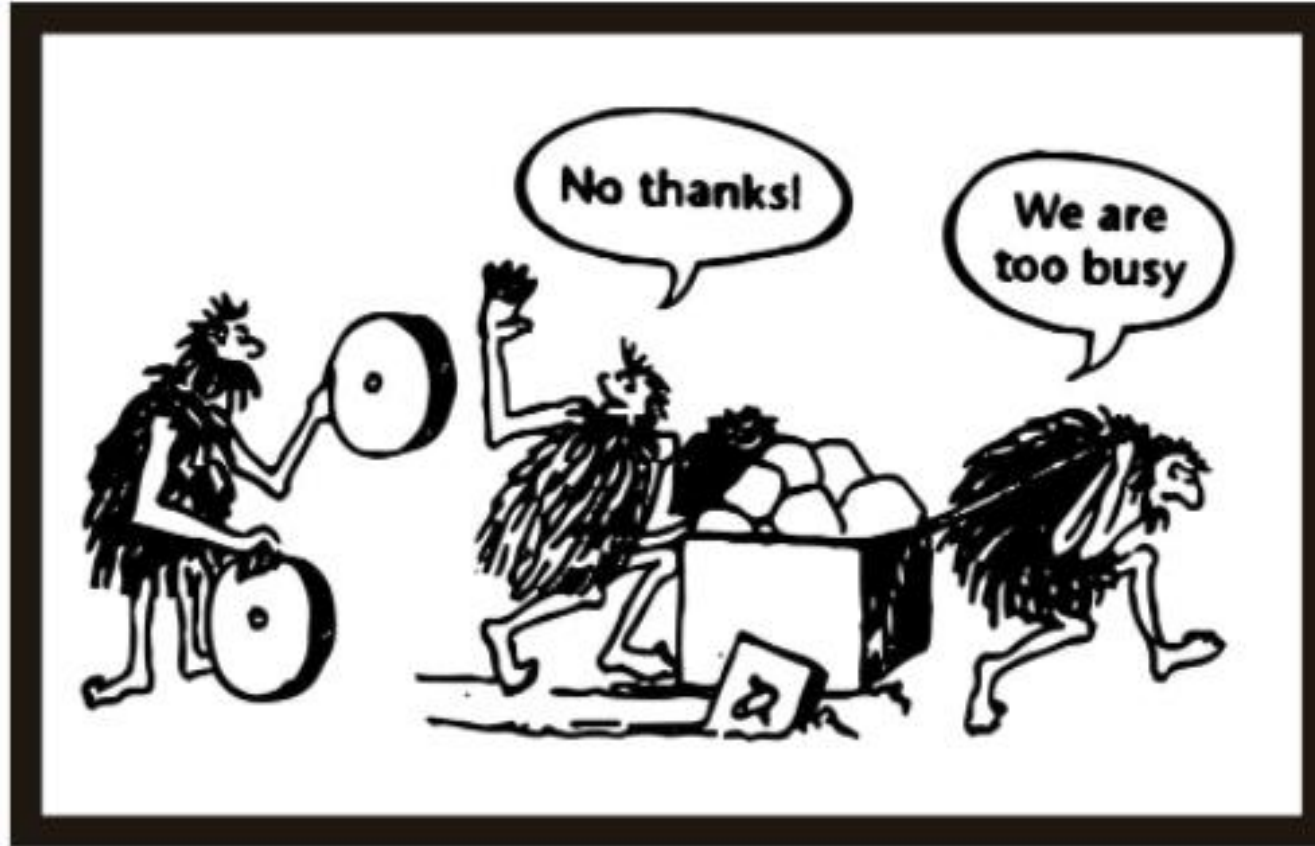
Guide, Don't Solve



People Need & Want to Solve Their Own Problems



A Shift in Mindset....





Ask open ended, nonthreatening questions



Don't lead with WHY



Stop Talking!





Situational Awareness

“Situational awareness requires outward focus, listening, observing, and consideration of the dynamics of the situation as well as an inward awareness to manage ourselves to be the most effective.”

- Lee Ellis

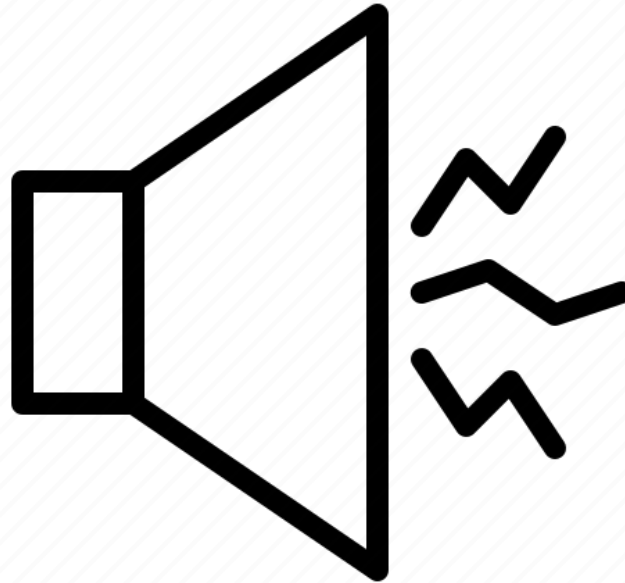




Advocate for the Process



What problem are we trying to solve?



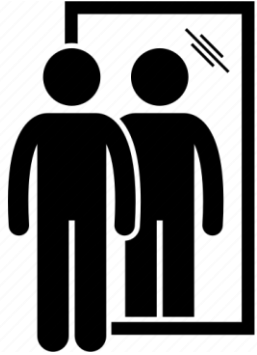
What's just noise?



What's out of alignment?

Say what needs to be said

Tips for Coaching



Self
Awareness



Go SEE



Guide, don't solve



Situational
Awareness



Advocate for the
process

PRACTICE MAKES.....

PERMANENT

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