

Explorations Series...

Claiming the Future

Transformation Excellence

Good Afternoon!

- **Reaching for a new reality**
- **Sets the stage for this group to decide how to proceed**
- **We are positioned to address the coming needs and provide leadership for the challenges ahead.**

Process Life Cycle

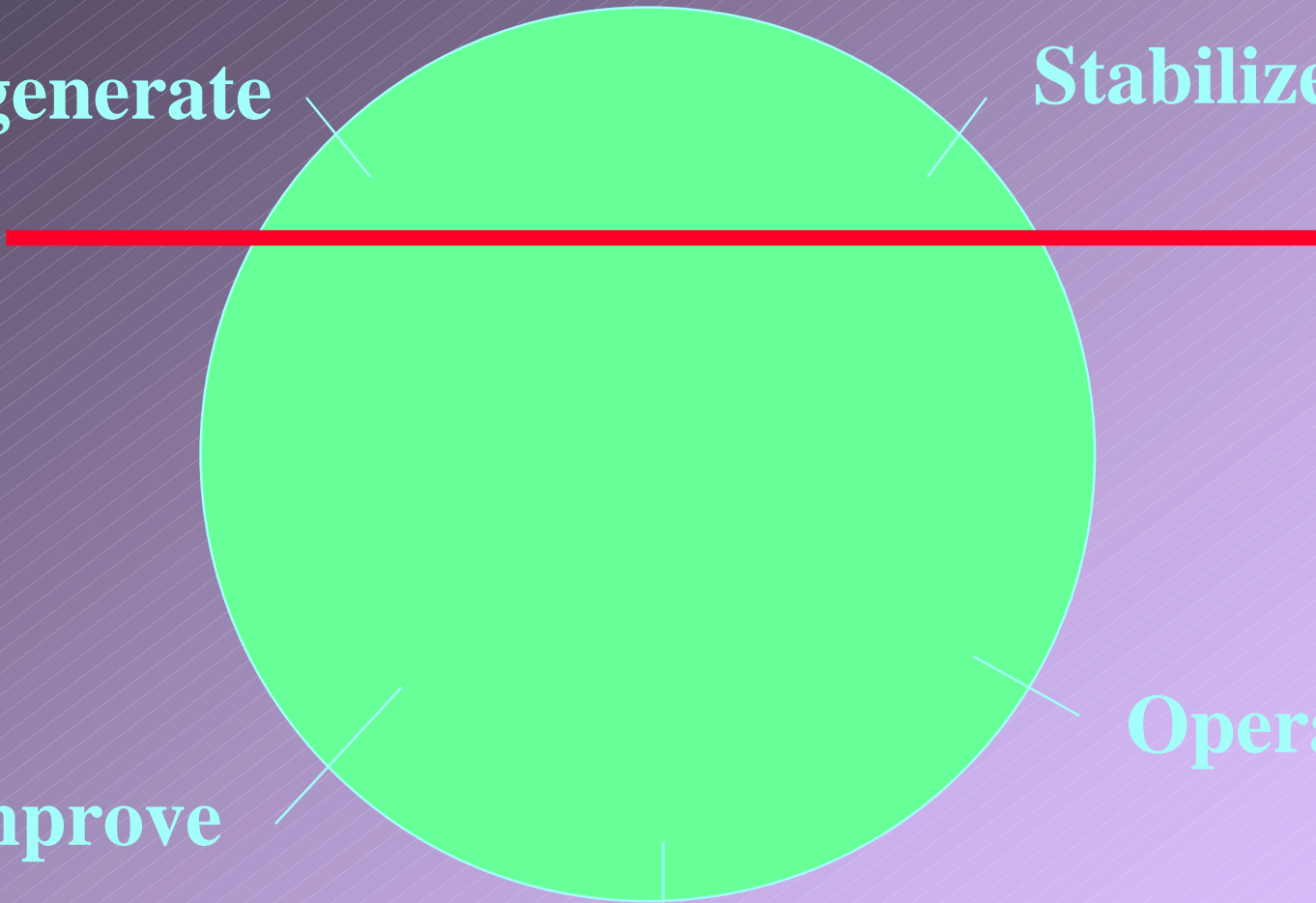
Regenerate

Stabilize

Operate

Improve

Maintain



A.D.'s Beliefs

1. University of Rhode Island + LaserFaire are a good reason for Huffman to regenerate it's business.
2. You can be influential in resourcing and leading the regeneration.
3. The change process used must model the desired end-state.

TRANSFORMATION PROCESS EXCELLENCE BELIEFS

1. **Creation of personal meaning for “Why change?” is essential for moving forward.**
2. **Inclusive processes generate the spirit and will required to create lasting change.**
3. **Possibilities stay hidden until the past is released.**
4. **Shared beliefs, principles and power allow the simultaneous implementation of broad-based change to occur.**
5. **Rapid accumulation of other’s experiences through benchmarking and literature searches increases vision and accelerates implementation.**
6. **Procrastination, acquiescence, abdication, inaction, passive, and permission are taboo words.**
7. **Collective, personal vision of end-state excellence creates a pull into the future.**

How do we reconcile?



Activate:
High speed &
demanding
change

Restraint:
Institutional
paradigms;
about ourselves,
about others.

Targeted & Principle-Based Change

Value-tree



Targeted & Principle-Based Change

- Value-tree
- Personal values, beliefs and principles= vision

Operating Principles

EHS: To take responsibility for the environment, health and safety in a way that work is only performed when safety has been considered and incorporated.

Product Quality: To ensure that the understanding of customer requirements guides the decision to pass work on.

Work Quality: To work in such a way that the desired result is achieved the first time with fewer and fewer mistakes through time.

Orderliness: To put things where they belong in a way that makes them available for usage next time.

Adding Value: To eliminate all non-value adding activities in a way that focuses on over-production, unnecessary processing, transportation, motion, defects, excess material, waiting, set-ups, over inspection, damage, paperwork...

Material flow: To drive lot quantities to one (1) while simultaneously meeting customer schedules.

Stewardship: To take care of people, equipment and products in a way that leaves them better and safer than found.

GET
ON
WITH
IT!!!

