

CKCA Spring Regional 2019 - London/Chatham, Ontario

“The Journey to Lean”

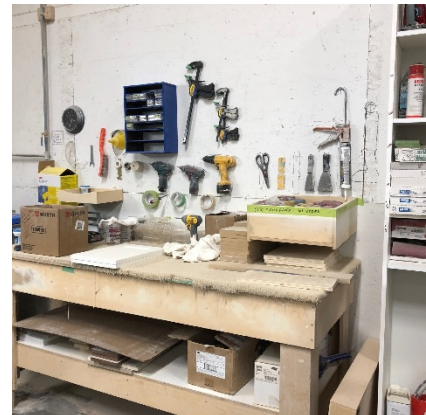
Messages from the trenches of making lean a reality in your shop.



Brad Cairns, Jon Bultje, Will Holsappel, Dan Fentie
(picture above)

Windmill Cabinet Shop and Woody’s Manufacturing hosted CKCA for plant tours of their shops and showed us what they’ve done so far, but admitted it’s an ongoing journey (there is no finish line with lean). This great presentation discussed the realities of embracing lean, speaking from the heart about what it takes. Their story was real and so was their enthusiasm. It was clear there are pros and cons, but the pros have far outweighed the cons for these shops and as they remain committed to their lean journey and encourage others to do the same. They emphasized that if you can do nothing else, at least consider the points below and get going on your own journey. You, your staff and your business will be better for it.

- Learn about Kanban – stop running out of things!
- **Have standard work posted around your shop, it is the key to everything**
- Update standard work, keep it current
- **If you don’t have a standard, how can you hold people accountable?**



- **The most noticeable impact on your employees from implementing lean is that your staff are thinking again!**
 - In a factory, you may lose 50% of your people, lean brings out true colours in your people
 - It's a lot of work in the beginning, don't stop until you have a good team
 - **The Owners have to be on board or it's 100% fail!**
 - **Don't do it for money, do it for people and culture – prosperity will come**
 - Do 5 things to help 80% of your problems to go away:
 - Windmill has only 4 jobs in the job cart because having more is just a waste
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- **#1 - Take time to fix what bothers you.**
 - **#2 - It's not about just woodworking, it's about culture, getting the conversation going with your employees**
 - Your employees will improve on their improvement
 - **Treat people with respect, shed your ego, be humble, it will change your workplace**
 - Windmill has morning meetings for the last 6 months
 - Lean falls in line with Jon Bultje's personal beliefs and values
 - **#3 - Understand what waste is, once you see it, it will drive you nuts!**
 - Lean changes you, it impacts your life
 - **#4 - Lean has to come from the top**
 - Read [2 Second Lean](#)
 - **#5 - Brad says morning meetings work!**
 - Start "3 s "ing" – sweep, sort, standardize.



Pictured above: Brad Cairns



Thank you for your great presentation! We wish you continued success on your lean journey.

Pictured left, Jon Bultje

Will Holsappel, Dan Fentie