

Culture Change

By James D. Cunningham

One of the most underestimated components of the Lean Transformation is the cultural evolution that comes along with the process. We all know that Lean is a team effort that energizes the workforce to take command of their destiny. The empowerment of our associates to change their work processes and workplace gives them confidence and insight to the business system like never before. Unleashing the knowledge and energy of our people through Kaizen Methodology refreshes and renews the vigor of the entire workforce. Always reward the leaders of the transformation and ensure that you provide them “cover” from others looking for an excuse to criticize progress. These “CAVE” people (Citizens Against Virtually Everything) want to minimize your Lean Achievements. Keep your leadership team acknowledging the successes and ensure that the organization does not lend attention to CAVE people.