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# LEAN THOUGHTS

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## "I AM THE DIFFERENCE"

### " I SAID WHY DOESN'T SOMEBODY DO SOMETHING, AND THEN I REALIZED, I WAS SOMEBODY"

One of our consortium companies sponsors semi-annually what they call "Days of Learning". A huge commitment by the organization. All employees are required to attend training sessions away from the plant covering all aspects of the organization, from Health and Safety, Quality, Problem Solving and the list goes on ... the Day of Learning was concluded by a powerful presentation by Bob Koehler.

I was fortunate to be able to sit through Bob's presentation and wanted to share some of his lessons and anecdotes with our fellow readers. I thought the opening remark was appropriate to get us started. Last week I found myself complaining about a situation that exists within our organization with another executive .. when he stated " we both have a lot of our savings invested in this company, start creating awareness so a positive change can happen" WOW !!! what a revelation.

Bob spoke about the energy of our life ... and how to identify energy drainers and how to create positive energy in our life. This requires practice or you will quickly fall prey to the energy drainers that can invade our daily lives. "Whatever you practice, you get good at"- Bob Koehler, this includes both positive and negative attributes ... laughter, smoking ... so we practice the good stuff more.

**"Don't take the world so seriously, after all, you'll never get out of it ALIVE"**

#### Strategies for Creating "Energy" for Life

1. Identify your personal Energy Drainers
2. Develop and Maintain your own Personal Energy Program
3. Identify what separates the "Extraordinary" apart from the "Ordinary"
4. Be "The Difference"
5. Create the "Extraordinary Teamwork" Environment
6. Make a commitment to live your life at the "Extraordinary" level.
7. Make FUN and LAUGHTER a daily practice
8. Develop a Healthy Perspective about life.
9. Make a list of the reasons you are Excited about your life
10. Realize just how "Amazing" you really are.

**ORDINARY** = Typical, Usual, Normal, Average, Status Quo, Like "all the rest"

**EXTRAORDINARY** = Absolute Best, Exceptional, Inspiring, Outstanding, Unique, "Best of the Best"

We all, no matter our position in the organization have only 24 hours to work with in any given day ... how we use this investment of the "gift of Time" is up to us ... do we want to invest it in a positive or negative direction? Investing in a positive direction will make us feel healthier and probably will make the world a much better place to be.

**" I am planning to live forever. So far, so good !!!"**

#### LEAN CONSORTIUM MEMBERS:

- CFN Precision
- CGL
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- EATON Cutler Hammer
- KRAFT
- LA-Z-BOY- Residential
- MESSIER-DOWTY
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- ORENDA
- NESTLE WATERS CANADA
- STACKPOLE



*Where "Lean  
Thoughts"  
Become Reality*



## Take Responsibility for Fixing Things

Today's accelerating rate of change is like a breeder reactor of problems. That's just the nature of progress. But as people watch one problem give birth to several more, they start searching for someone to blame. Badmouthing management becomes the most popular form of exercise. The growing number of problems proves nothing, but is offered as hard evidence that the changes are wrong, or that the changes are being managed poorly. Of course, none of this has a crying chance of slowing down change or reducing the rate of problems. All it does is create a culture of blame.

Blaming comes easy. Complaining is a cakewalk. But the culture needs encouragers, instead of complainers, fixers rather than blamers. Blaming uses up a lot of energy, but doesn't provide any real relief. Rather than lighten anyone's load, it just creates additional burdens.

Often blaming is employed as a defensive tactic. Pointing your finger at another person diverts attention from yourself. Accuse someone else of taking a wrong action, and that sort of gives you grounds for expecting them to fix things you don't like.

Identifying problems is fine. Just make sure you package topnotch solutions with your complaints. Come up with constructive ideas of your own instead of waiting for someone else to fix things. Get busy doing what you can do instead of second-guessing somebody else's efforts. "Monday morning quarterbacking" gives people the notion they're contributing something meaningful, but really it's a cheap backhanded way to throw more blame.

There are enough problems to go around, so take your share of responsibility for fixing things. Push for a culture of personal accountability.

*Excerpt from "Culture Shift" by Price Pritchett*

**"If you are not having fun  
doing what you are doing,  
then you are probably doing  
it the wrong way"**

**Bob Koehler**

## Bob's Energy Tips

1. You have an abundant amount of energy available to you throughout each day. The key is to learn ways to constantly be refueling and adding energy as other behaviors use up energy.
2. Sleep is not the only way to restore your energy, nor does everyone require seven to eight hours of continuous sleep. Time spent exercising, having fun, doing something artistic, relaxing and meditating can also revive your momentum.
3. As you age, your energy need not burn out like a flame on a candlestick. Having a strong purpose in life and feeling passionately about something will fill you with youthful vigor and maintain your enthusiasm for life.
4. A healthy balance of work and play is needed in life.
5. The need to feel that one's work is contributing significantly to making the world a better place is a key to high energy.
6. Balancing the "top line" (concerns with people and quality of life) with the "bottom line" (concerns with things, productivity, and profit) is essential for long-term quality energy and vitality.

**You Don't Have to Go Home From Work  
Exhausted – Anne McGee-Cooper**

## Some Books to Grow by;

Good to Great, Guts, The 8<sup>th</sup> Habit, Growing the Distance, The Four Agreements, The Power of Now, The Other 90%, Brand You, Who Moved my Cheese, The Bible, The little Engine that Could, Chicken Soup for the Soul, Unlimited Power, Going Deep, Unlimited Power, Oh, The Places You'll Go, Hope for the Flowers, Tuesdays with Morrie, The Joy of Stress, The 7 Habits of Highly Effective People, The Road Less Traveled, The Magic of Believing, Think and Grow Rich ...

**" A Person who can read but does not, is no better off than someone who cannot read at all"**

For additional "Pick-Me-Ups" and a few laughs, visit Bob's web-site at [www.bobkoehler.com](http://www.bobkoehler.com) for access o many of his articles, books to grow by, Bob's quotes and subscribe to Bob's newsletter.

Thanks for the insights ... Bob

# Tour Workshop Conference

## Consortium Event Schedule



January	February	March	April	May	June
<b>T</b> Wednesday 25 <u>Eaton Electrical</u> , contact Joe Fisher, <a href="mailto:JoeRFisher@eaton.com">JoeRFisher@eaton.com</a>	<b>T</b> Wednesday 15, <u>CFN Precision</u> , contact Barry Wood, <a href="mailto:bwood@cfn-inc.com">bwood@cfn-inc.com</a>  <b>W</b> Date & location TBA Your own <u>"STEP Diagnostic"</u> to create Vision, Mission and Direction Contact Richard Kunst <a href="mailto:Richard.kunst@la-z-boy.com">Richard.kunst@la-z-boy.com</a>	<b>T</b> Wednesday 22, <u>Nestle Waters</u> , contact Mariela Castano <a href="mailto:mcastano@perriergroup.com">mcastano@perriergroup.com</a>	<b>T</b> Wednesday 19, <u>CTS Corp.</u> , contact Bob Garces, <a href="mailto:Bob.Garces@ac.ctscorp.com">Bob.Garces@ac.ctscorp.com</a>  <b>Consortium Shareshowcase</b> Saturday 29 <u>Kraft Oakville</u> . Contact Cindy Grolleman <a href="mailto:cindy.grolleman@stackpole.com">cindy.grolleman@stackpole.com</a>	<b>T</b> Wednesday 17, <u>Stackpole CSD</u> , contact Don Barber <a href="mailto:Don.Barber@stackpole.ca">Don.Barber@stackpole.ca</a>  <b>W</b> Date & location TBA <u>"Compartmentalize the Noise"</u> * Daily Report-outs * Standard work for Leaders Contact Richard Kunst <a href="mailto:Richard.kunst@la-z-boy.com">Richard.kunst@la-z-boy.com</a>	<b>T</b> Wednesday 21, <u>Morrison LaMothe</u> , contact Tony Vita <a href="mailto:tvita@morrisonlamthe.com">tvita@morrisonlamthe.com</a>  <b>C</b> <b>AME Regional Conference</b> Mon 12 to Thurs 15 K-W Ontario Contact <a href="http://www.ame.org">www.ame.org</a>
July	August	September	October	November	December
	<b>W</b> Date & location TBA <u>"Establish Anchors"</u> * VSWI ... Visual Work Instructions * TPM ... Total Productive Maintenance Contact Richard Kunst <a href="mailto:Richard.kunst@la-z-boy.com">Richard.kunst@la-z-boy.com</a>	<b>T</b> Wednesday 20, <u>Kraft Foods</u> , contact Hanif Jivraj <a href="mailto:hjivraj@Kraft.com">hjivraj@Kraft.com</a>	<b>T</b> Wednesday 11, <u>Stackpole PMC</u> , contact Cindy Grolleman <a href="mailto:cindy.grolleman@stackpole.com">cindy.grolleman@stackpole.com</a>  <b>C</b> <b>AME National Conference</b> Mon 16 to Friday 20 Dallas, Texas Contact <a href="http://www.ame.org">www.ame.org</a>	<b>T</b> Wednesday 15, <u>Messier-Dowty</u> , contact Mike Smith <a href="mailto:Mike.Smith@Messier-dowty.on.ca">Mike.Smith@Messier-dowty.on.ca</a>  <b>W</b> Date & location TBA Your own <u>"Get Organized"</u> * 5S+1 Contact Richard Kunst <a href="mailto:Richard.kunst@la-z-boy.com">Richard.kunst@la-z-boy.com</a>	