Announced

11th Annual Kaizen Event

We are delighted to announce the 11th edition of the Kaizen Event. Since 2005 we have without break organized this value packed event in partnership with KAM, in order to bring best practices and contemporary skills and concepts to the Kenyan industry. During the same event Kaizen Institute has launched the KMAX (Kaizen Institute’s Maturity Assessment for Excellence) model.

Kaizen Institute’s Maturity Assessment for Excellence

FOR MORE DETAILS
FOR MORE DETAILS: Please write to aantonymuthu@kaizen.com
Kaizen/Lean is a journey and not a destination. You never arrive, you just develop capabilities and cross newer milestones. To guide your efforts towards these milestones & to assess your current state, Kaizen Institute has evolved & introduced a model of assessment known as KMAX.

**KMAX LEVELS**

**FIRST TWO LEVELS**
Imai Recognition for Operational Excellence (OE)

- For one star, you need at least 2 years of OE/Kaizen implementation practice
- For two stars, you need at least 1 year of practice after achieving first star

**NEXT THREE LEVELS**
Imai Medal for Operational Excellence (OE)

- For three stars, at least one year of practice after previous level
- For four stars, at least one year of practice after previous level
- For five stars, at least one year of practice after previous level
VALIDITY

- 2 years for every star level qualified
- Re-application for the same/next level, six months before validity expires

To know more please write to india@kaizen.com
Kaizen Happenings

On 2nd July 2015
HDIF Life
- Surya Grover
- Rajeendra Sathod
- Dolly Raychaudhary
- Rajesh Vaidya
- Murtluh Chettiar
- Kamesh Panchal

On 14th July 2015
- Sunant Poi
- Shalby Raj
- Zoby Ahmed

On 21st July 2015
Global Indian International School
- Radhika
- Rina Bawa
- Manju

On 22nd July 2015
PT Cube
- Sagar Chedden
- Jeehal Seth
- Dinesh Patel

On 31st July 2015
Kalpataru
- Nilkanth Sardesai
- Sagar Kale
- Jayant Patil
- Devesh Bhatt

On 7th Aug 2015
Sigma
- Dipak Biju
- Anshu Jirwe
- Sondeep Nikam
- Juber Sawwaz
- Amr Triwade
- Amberkar

13th Aug 2015 @Pune
- Topic: Operational Excellence in Manufacturing
- As a Speaker: Mr. Vino Grover

Fourth Meeting of CII Pune Zonal Council

14th & 15th Sep 2015 @Mumbai
Organized by Manufacturing Excellence Forum
- As an Associate Sponsor: Mardus

Organized by Kaizen Institute
- On 5th & 6th Nov 2015 @Germany
- Theme: 30 Years of the Kaizen Way

Kaizen Congress
- Global Operational Excellence 2015
Upcoming Public Training Programs

2nd & 3rd Sep
Standard Work - Key to Sustenance
Design WWW-Work Without Waste

12th & 13th Oct
Standard Work - Key to Sustenance
Design WWW-Work Without Waste

7th & 8th Sep
Lean Cell Design
U shaped Cells - Why & How?

7th Sep
World Class Offices - The Kaizen Way
Collaborative, Effective, Productive

2nd & 3rd Sep
No Shortages, No Surpluses - Art & Science of Managing Inventories
Manage Inventories to Manage Cash Flow

7th Sep
Flexible Manufacturing through SMED
10 Steps to Quick Changeover

9th Sep
Flexible Manufacturing through SMED
10 Steps to Quick Changeover

8th Sep
Introduction to TPM
A 360 Approach to Equipment Management

5th & 8th Oct
Practical Application of A M (Jishu Hozen) - The TPM Way
The First 3 Steps to Develop Equipment Competent Operators

6th & 7th Oct
Practical Application of A M (Jishu Hozen) - The TPM Way
The First 3 Steps to Develop Equipment Competent Operators

5th Oct
Five S - The 5 Pillars of the Visual Office
Improves Office Productivity by 15 to 20%

25th & 26th Sep
7 Basic QC Tools
The Problem Solvers’ Tool-Kit
Training Programs

In-house
- @Palanpur
  - Banas Dairy
    - Trainer
    - Mr. Jayanth Murthy
  - On 20th July

- @Khor
  - Vikram cement
    - Trainer
    - Mr. Kuldeep Tyagi
  - On 3rd & 4th Aug

- @Pune
  - Garware
    - Trainer
    - Mr. Kamal Sharma
  - On 6th & 7th Aug

- @Bangalore
  - Mitsubishi Pvt Ltd
    - Trainer
    - Mr. Gopinath Prabhu
  - On 11th & 12th Aug

- @Gurgaon
  - Maruti Suzuki India Ltd
    - Trainer
    - Mr. Mukesh Khare
  - On 17th & 18th Aug

- @Nagpur
  - Hindalco Industries Ltd
    - Trainer
    - Mr. Gopinath Prabhu
  - On 19th to 21st Aug

Public
- @Pune
  - On 11th & 12th Aug
    - Topic: Value Stream Mapping
    - Trainer: Mr. Kamal Sharma

- @Puducherry
  - On 21st Aug
    - Topic: Enhance Performance Excellence for World Class Manufacturing through Kaizen Concepts
    - Trainer: Mr. Kamal Sharma
NEW CLIENTS ON BOARD

Kaizen Assessment
Kirloskar Oil Engineers Limited, Kolhapur

Certified Kaizen Practitioner (CKP) Training
GIAD Industrial Group, Sudan

Kaizen Assessment
Huber Group India Pvt. Ltd, Vapi

Implementation
Marico Ltd, Mumbai

Training
Hindalco Industries Ltd, Nagpur

Training
Banas Dairy, Palanpur

Training
Vikram Cement (Unit of Ultratech), Khor

Training
Mitsubishi Pvt. Ltd, Bangalore

Training
Maruti Suzuki India Ltd, Gurgaon
Mr. Subikash Roy

Work Experience

Joined as Senior Consultant

Education

B.Tech from NIT

Certified in German Language

Director Operations
Schaeffler Group Regional Headquarters

GM
Anand Automotive System

GM Federal Mogul Bearings India Ltd

GM Projects
Federal Mogul Bearings India Ltd

GM Operations
Sundaram Fasteners Zhejiang Co. Ltd

DGM
Chang Yun India Ltd

Mr. Dhananjay Kelkar

Work Experience

Joined as Ahmedabad Office Manager

Graduation in Commerce from M.S. University

Education

Diploma in Yoga

Renowned insurance companies

Birla Sun Life Insurance Co. Ltd
Mr. Vimal Shah

Since 1985
Founder Director/CEO
Bidco Africa Ltd.

Bidco Africa Ltd

Established in 1985
Edible oils, Fats
Soaps
Margarine
Detergents

Products
3 Plants
Manufactures 45 brands

Challenges before Kaizen

Lack of support from middle management
Sustenance
To make it a culture

Business Benefits

- Waste elimination
- Significant error reduction
- Discipline in the workplace
- ↑ Productivity
- ↑ Efficiency
- ↑ Delivery

Employee Benefits

↑ Morale
↑ Engaged workforce
Best in work
New Capabilities
New ideas and innovations

Cultural Benefits

A new way of seeing and looking at issues
Genba orientation
↑ Teamwork
Workplace has become more open

Always keep an open mind
There is always a better way
Always stay on the journey!
Better management of projects

Learnings

Advice to new entrants

Everyday Kaizen
Everyone Kaizen
Every Place Kaizen
Kaizen Story

Jack Welch said that business, like life, boils down to one thing: facing reality, and then making the right decisions based on that reality. To him, there was no more fundamental – or important – concept than this one.

The roots of Welch’s “face reality” edict can be traced back to his childhood. Welch’s mother always urged her son Jack “not to kid himself,” to see things as they are, and not as he wished them to be. Welch never forgot that enduring lesson, and it played an invaluable role in his success.

When Welch became CEO, most people thought that GE was in great shape. Although it was voted top company in America, Welch saw a company in trouble: one that had lost much of its market value, and one that was sinking under the weight of its own bureaucracy. Although most thought that he should respect the company and its history, Welch decided to “start a revolution” and reinvent the company from top to bottom.

At the heart of Welch’s revolution is his “face reality” decree. From his very first day as CEO, he made sure always to see things as they truly were. He never fooled himself into thinking that things would just get better on their own. Once he recognized the reality, he launched strategies and initiatives that helped make things better. When he determined that many of GE’s business were not doing well, he sold off more than 100 GE businesses, and laid off more than 150,000 Workers.

Facing reality often means saying and doing things that are not popular. After all, who wants to hear that business is bad, or that things won’t get better? But Welch felt that only by coming to grips with reality would things begin to get better if we just stay the course, consider telling that person to face reality. That’s how Jack Welch turned an again bureaucracy into the world’s most valuable corporation.
Moral of the Story

- Do not kid yourself - 'Face reality', even if unpleasant!
- **Never fool yourself that 'things can improve by themselves'**. Leaving things alone is never an option for improvement.
- **Leading change is not a route to popularity for the leader.** Unpopular decisions may be needed, as also conviction & persistence.

Acknowledgement: The Welch Way book by Jeffrey A. Krames