Mission Dantotsu

A journey towards excellence

Kaizen Quote
“It is very hard for people to get involved in improving or standardizing their own processes if, they are threatened with a negative impact on their job security”
- Masaaki Imai

Message From Director:

Best wishes for successful 2013

It brings us great pleasure to present the first issue of Mission Dantotsu for 2013. It comes to you in the backdrop of IndiZen 2013, Kaizen Institute India’s 4th National Convention on Operational Excellence held in Pune, India on Jan 22 & 23, 2013. We had participation from nearly 50 corporates & 19 very high quality Case Studies presented by teams from the North to the South of India. We sincerely thank our keynote speakers:
  • Mr. Euclides Coimbra, author of ‘Total Flow Management’, who came all the way from Portugal; &
  • Mr. Jagdish Ramaswamy, President – Corporate WCM of the Aditya Birla group – an Indian MNC.

While IndiZen 2013 is covered in greater detail in the following pages, this year’s theme was: Managing Change – the Kaizen Way. Mr. Ramaswamy spoke of the key role of Leadership in all successful change management initiatives.
I take this opportunity to share with you Mr. Sachit Jain’s framework of successful Leadership, from his book ‘Ready for Takeoff – A Leadership Story’:

- **L** – Love
  - A true leader would
    - o Respect people
    - o Appreciate people & encourage them
    - o Trust people & allow independence
- **E** – Energetic
- **A** – Action oriented
- **D** – Develop an environment of Love, Energy & Action, which helps people development
- **E** – Emotions. Not be devoid of emotions while dealing with people at work.
- **R** – Role model. Lead by example.
- **S** – Self aware
  - o Introspect
  - o Aligned in thoughts, words & action to lead change
- **H** – Happy. Happiness within generates positive energy
- **I** – Inspire
- **P** – Passion that comes with belief in a worthy cause

- *Vinod Grover*

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**From the editor’s desk**

Past 3 years have been a massively exciting experience for me as an editor of Mission Dantotsu. My role as Editor has helped me to mature professionally and personally, and I would like to express my gratitude to all for your guidance. With this being the last issue of Mission Dantotsu from my side I hereby take the opportunity to thank all those who made this a huge success and for those who showed the confidence in me as an Editor.

Happy Reading!
- *Jalay Pandya*
CQI is Continuous Quality Improvement
In association with Quality Council of India (QCI)
at Ministry of Health & Family Welfare
26 District hospitals to be covered
Project started from January 2013

Champions trained at each site
Implementation will be done at 2 model sites

For Delegation from Coca-Cola India
Volkswagen, Pune
Paranjape Autocast, Pune

Closing Ceremony at Tanzania Revenue Authority (TRA)

Kaizen @ Govt. of Gujarat

Excellence Inside Tours

Kaizen @ Tanzanian Revenue Authority

Phase - I completed
Champions were trained
Implementation carried out at model sites

Consultant Meet - 2013

@ Suzlon OneEarth Campus
LEED Platinum Certified Campus
December 26-30, 2012

Focus on TPM and TEM Pillars
A half a day session on ‘Hooshin Kenji’
By Mr. Narayan Rao, Bourbon Group
December 27, 2012

A full day session on "Understanding Organization Culture"
By Mr. Raghu Ananthanarayanan
December 28, 2012

A Colourful Gola Award Night
December 29, 2012

KaizentoFest - Consultant of the Year

N Gopalakrishnan - Trainer of the Year
Kamal Sharma - Best Client Manager East Africa
Predeep Paranjape - Best Client Manager Central Africa

Vijay Atalham - Development of TEM Pillar
Anind Kulkarni - Special Recognition for ‘L&G Spacess’ LEED Certification
Shobha Bajju - Office Support

Recipients of 2012 awards with Directors
Here is the calendar:

<table>
<thead>
<tr>
<th>Program</th>
<th>Duration</th>
<th>Dates</th>
<th>Pre-requisites</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Quality Management (TQM)</td>
<td>4 days</td>
<td>15-18 April 2013</td>
<td>None but background on quality is preferred</td>
</tr>
<tr>
<td>Total Service Management (TSM)</td>
<td>3 days</td>
<td>27-29 May 2013</td>
<td>None</td>
</tr>
<tr>
<td>Total Productive Maintenance (TPM) - Advanced</td>
<td>3 days</td>
<td>24-26 June 2013</td>
<td>TPM – basics is required</td>
</tr>
<tr>
<td>Kaizen Foundations</td>
<td>4 days</td>
<td>15 – 18 July 2013</td>
<td>None</td>
</tr>
<tr>
<td>Total Flow Management (TFM) - Advanced</td>
<td>4 days</td>
<td>22 – 25 July 2013</td>
<td>TFM – Basics is required</td>
</tr>
<tr>
<td>Total Flow Management (TFM) - Basics</td>
<td>4 Days</td>
<td>18 – 22 August 2013</td>
<td>None</td>
</tr>
<tr>
<td>The Kaizen Coach</td>
<td>4 days</td>
<td>26-29 August 2013</td>
<td>Full Practitioner certificate is required</td>
</tr>
<tr>
<td>Total Productive Maintenance (TPM) - Basics</td>
<td>4 days</td>
<td>16-19 Sept. 2013</td>
<td>None</td>
</tr>
</tbody>
</table>
Winners of IndiZen 2013
Kaizen Story: The boy who learned to swim

A little boy once wanted to learn to swim. His parents took him to the local swimming pool and enrolled him with an instructor. After a few weeks, he had learned the basics of swimming and could perform a few strokes, travelling a few feet before stopping. His parents cheered and clapped.

But the boy thought that he could still do better. So he kept going to swimming classes and after a few more weeks, he was able to swim across the little pool that he was learning in. His parents cheered and clapped.

But the boy thought that he could still do better. He kept training and after a few more months he was able to swim an entire length of the main pool. His parents cheered and clapped.

But the boy thought that he could still do better. He kept training and was eventually able to turn and swim back the other way. After a few more months, he was able to complete a few laps of the pool in one effort. His parents cheered and clapped.

But the boy thought that he could still do better. He started to enter swimming competitions and eventually won his first race. His parents cheered and clapped.

But the boy thought that he could still do better. He went to the ocean and swam from the beach to a pier a few hundred meters away. His parents cheered and clapped.

But the boy thought that he could still do better. He entered an ocean race that was a couple of kilometers in length and won at the first attempt. His parents cheered and clapped.

But the boy thought that he could still do better. So he stood on the beach and looked out over the ocean, out to the horizon beyond. He wondered what the limits were on what he could achieve and whether he had reached them yet. And he aspired to something greater and set about planning how to achieve it.

We’re all that little boy. We all have some basic skills at something. Let’s not stop there. Let’s go from basic skills to competent. From competent to good! From good to great! From great to expert! From expert to world-class! Look out to the horizon, dream big dreams and find a way to be magnificent.

Acknowledgement: story taken from www.betterlifecoachingblog.com

Please share your feedback / suggestions for improvements to JPandya@kaizen.com