Who will exemplify **Operational Excellence** this year?

Be listed amongst India Inc's most wanted. Make to our list & get a chance to win Imai Medal or Imai Recognition for Operational Excellence.

If Indian manufacturing has to survive & grow, it will need to be globally competitive. Most enlightened organizations adopt some kind of 'Operational Excellence (OE)' practice, be it Lean, TPM®, Six Sigma, KAIZEN™, TOC or a mix of them.

However, they soon hit a plateau. That is because there is no standard blueprint to World Class. Therefore, managements periodically need to know where they stand vis-à-vis contemporary practices so that they can steer their 'Operational Excellence' journey towards global competitiveness. In order to meet this need, Kaizen Institute has evolved a model of assessment which provides answers to the following questions:

- Is our manufacturing operation globally competitive?
- If not, what are the gaps? What do we need to do to bridge those gaps?

KMAX (Kaizen Institute’s Maturity Assessment for Excellence) is the model, which evaluates Operational Excellence maturity over 5 levels – from 1 to 5 stars. Although there is a national recognition and award associated with each level, your real prize is the exciting journey in quest of excellence, not the award itself.

Today, Kaizen Institute have not only won wide acceptance among businesses & industry, but successfully led transformation projects across countries globally.

Besides recognition & award, the assessment criteria helps organization to inspire & align the entire workforce and rapidly accelerate the pace of improvement & building a sustainable lean culture in an organization.

Organizations are eligible to use KMAX Award logo on all printed and promotional materials for one year, which evidences to all its customers and suppliers the highest accolade received by the organization. Apart from this there are many other benefits associated with KMAX.

Please write to [india@kaizen.com](mailto:india@kaizen.com) to know more.
Kaizen Happenings

March 2016
1. Amphenol
   - Mr. Chandrasekhar
   - Mr. Suresh Kaushik
   - Mr. Shubham
   - Mr. Vikas Yadav
   - Mr. Kishore Jha
   - Mr. Prasad Maral
   - Mr. Sushil

2. Neuland Labs
   - Mr. Pradeep Kumar Jain

3. FL Smidth
   - Ms. Kartiki Mahajan
   - Mr. Kenneth
   - Mr. Kshirsagar Shrikant
   - Mr. Chetan
   - Mr. Tushar
   - Mr. Delip Deshmukh
   - Ms. Shital Sinnarkar

April 2016
1. Host Company
   - Visitors from FL Smidth Ltd
   - Mr. Venkatesh

2. L&G Spaces visitors

3. 31st March
   - Host Company
   - Visitors from Roto Moulders Limited

4. 16th April
   - Host Company
   - Visitors from HLE Engineers Pvt Ltd.

19th March 2016 @ Delhi
Organized by ICICI Bank
Session on "Operational Excellence for Business Excellence"
Mr. Jayanth Murthy, Speaker

Past Event
Training Programs Delivered (In-house)

12th March 2016 @ Mumbai
Kaizen Orientation
Trainer: Mr. Gopinath Prabhu

19th April 2016 @ Bengaluru
5S
Trainer: Mr. Vishwanathan Ramamurthy

23rd March 2016 @ Delhi
Top Management Conclave
Trainer: Mr. Jayanth Murthy

20th April 2016 @ Nasik
Creating A High Performance Organisation
Trainer: Mr. Gopinath Prabhu

28th & 29th April 2016 @ Ahmedabad
Kanban, Mizusumashi & Supermarket
Trainer: Mr. Gopinath Prabhu

14th & 15th April 2016 @ KI Vietnam
TPM Basic Training
Trainer: Mr. Vijay Allakham

21st & 22nd April 2016 @ Pune
Value Stream Mapping
Trainer: Mr. Kamal Siterna

19th April 2016 @ Dubai
Kaizen Creating a High Performance Organization - The Kaizen Way
Trainer: Mr. Vinod Grover

20th & 21st April 2016 @ Dubai
Improve Customer Satisfaction by Simplifying Your Business Processes
Trainer: Mr. Vijay Pardey & Mr. Vinod Grover

In-house

Public
New Joinees

Mr. Swaminathan Krishnamurthy
- 14 years of Experience
- MBA in Operations
- Joined as VP - Business Development

Mr. Sourabh Setbhai
- Joined as Member - R&D Team
- BE in Mechanical Engineering
- Qualification
- MBA in Operations

Ms. Jinal Thaker
- Joined as Office Executive
- Diploma in Mechanical Engineering
- Qualification
- Corporate Leadership & People Management
Mr. Sekar Ramamoorthy
Managing Director
PZ Cussons East Africa Ltd, Nairobi, Kenya
B E Mechanical
130 years old
Leading multinational company
Operates with four strategic pillars
Selected markets
Leading brands
World class supply chain
Great team of people

Voice of VIP

Challenges
Formation of teams
Leadership
Patience
Reward structure

Business Benefits
↑ Productivity
↑ Quality
↑ Safety
Performance of Environment
↑ Visibility
↑ Break down
↑ Morale

Employee Benefits
↑ Cleanliness
↑ Questioning power of Why

Cultural Benefits
Kaizen can work in
Any Place
Any Where

Learnings
Guidance
Coaching
Leadership

Needs
Advice to new entrants
Never think twice to start Kaizen
Kaizen Story

Initiatives leads to Improvements

Employee ‘A’ walked up to his manager and asked about the job for the day? The manager took ‘A’ to the bank of a river and asked him to cross the river and reach the other side of the bank. ‘A’ completed this task successfully and reported back to the manager. The manager smiled and said "Good job". Next day he assigned same task to ‘B’. Before starting the task he saw employee ‘C’ struggling in the river to reach the bank now ‘B’ not only crossed the river but also helped ‘C’ to cross the river. The manager smiled and said "Very Good job".

The following day he assigned same Job to ‘Q’. Before starting the work ‘Q’ did some homework; he met ‘A’, ‘B’, ‘C’ and understood how they performed. He realized that there is a need for a guide and training for doing this task he sat first and wrote down the procedure for crossing the river, he documented the common mistake people made, and tricks to do the task efficiently and effortlessly. Using the methodology he had written down, he crossed the river and reported back to the manager along with documented procedure and training material. The manager said you have done an "Excellent Job".

The following day manager assigned same job to ‘O’. ‘O’ studied the procedure written down by ‘Q’, sat and thought about the whole task he realized company is spending lot of money in getting this task completed. He decided not to cross the river, but sat and designed and implemented an economical bailey bridge across the river and went back to his manager and said, “You no longer need to assign this task to any one”. The manager said, “Outstanding job. I am very proud of you”.

Let us examine each one – little more closely -

B, helped someone else also. There is an old proverb “Learn to teach and teach to learn”. Q, created knowledge base for the team. Learning from others mistake is the best way to improve efficiency. This knowledge creation for the team is of immense help. Re-usability reduces cost - there by increases productivity of the team. O, made the task irrelevant; he created a permanent asset to the team. If you notice ‘B’,‘Q’, and ‘O’ all have demonstrated an invaluable characteristic known as “initiative”.

Moral

Initiative pays off everywhere – Please understand rewards are not for the routine work we do – but for the initiatives we take for continuous improvements