



# Re.engineer Hacks

**PROFESSIONAL DEVELOPMENT**

**CONTINUOUS IMPROVEMENT BY CALVIN WILLIAMS**

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# Introduction

What is Continuous Improvement (CI)? It's a set of tools, processes and principles designed to help people in the organization achieve better results, achieve their most ambitious goals, and enable improvements every day.



**CONTINUOUS IMPROVEMENT**

## Hack **1**

### Engagement at All Levels

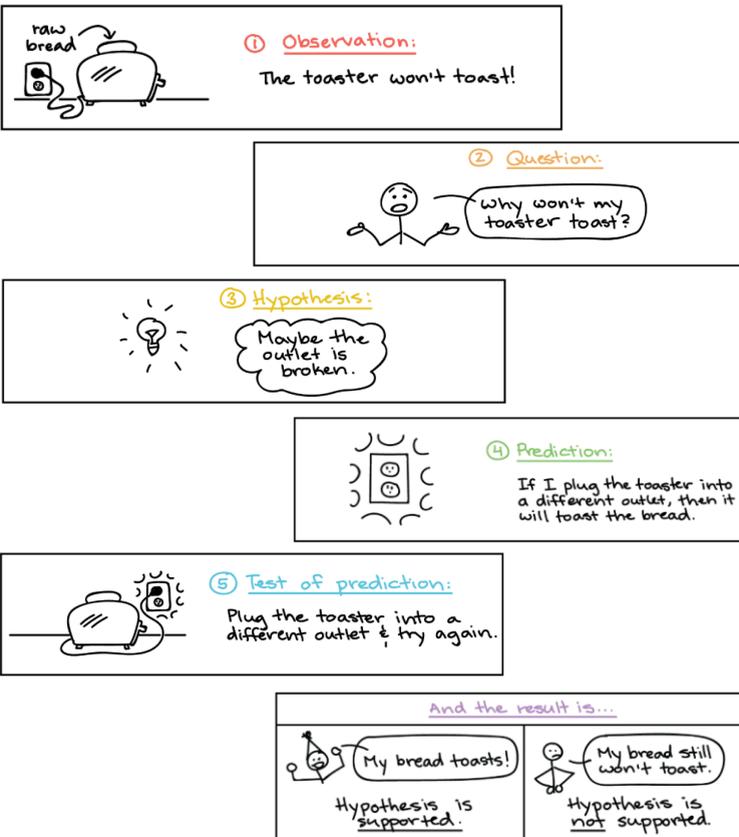
CI requires the **participation of all team members**, from Leadership to the Plant Floor. It is not a one man or woman show and there

are not super heroes. Everyone should be committed and working in concert towards the common goals. There are no silos and the wins are celebrated as a team.



## Scientific Approach

CI is evidence and fact base and follows the **scientific methodology** → Define a Target, Make Observations of the Current State, Identify Obstacles and Choose One to Work on, Form a Hypothesis and Execute one Change, and Observe and Reflect on What Actually Happens.



## Must be Transformative

“If you don't know where you are going, you might wind up someplace else”, said the famous major league baseball player, Yogi Berra. The CI program facilitates constant innovation and it is a series of changes that closes



the gap between the current and target conditions. Sure you may have an innovative product or service, however **CI helps to enable the innovation of the “How” you create your value.** The focus is to maximize your value creation while consuming minimal resources and lower costs.



MAXIMIZE  
VALUE



VALUE  
CREATION



LESS  
RESOURCES  
CONSUMED



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## Underutilized Talent

CI is so critical for the success of any organization that you **should be doing it YESTERDAY!**

A few of the core benefits of a CI are, Business Longevity, increasing the Quality of life and waste elimination. CI enables you to continue to bring value and even at a lower price point This translates to increased

competitiveness in the market. It also widens your operating margins and **employees spend less time on process failures and issues**, and spend more time with their families and communities. Waste is a tax

on the entire planet and CI minimizes resources consumed in the process of delivering your core value.



IF YOU'RE  
READING  
THIS IT'S  
TOO LATE

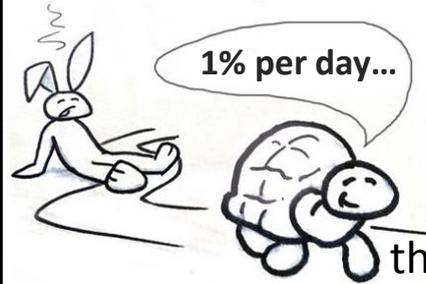
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## The Power of Tiny Gains

The objective is for team members to make **small, incremental daily improvements**. 1% improvement

everyday = 38X better results in one year. CI is a



marathon not a sprint and the key is to stick to the fundamentals.

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## Start with the End in Mind

What is the most critical challenge your organization must overcome over the next 6 to 36 months? What is the **current state** of that challenge?

The difference between overcoming this challenge and your current state



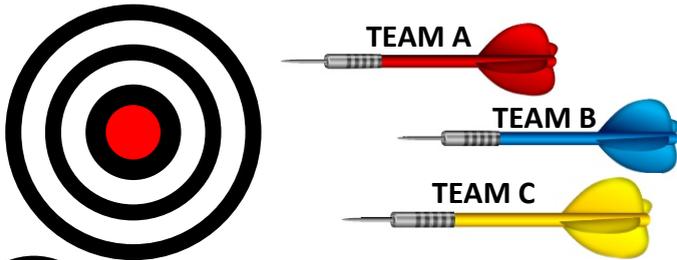
is the gap that will be addressed

CI.

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## Start with the End in Mind

Develop a **target condition**, this is for all team members; leaders, supervisors, front line employees, etc. Everyone needs to understand the end goal, which will also allow them to see improvements along the journey.

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## CI Everyone, Everyday

Buy-in from leadership is key in order to sustain wins and improve the culture as the leaders will help to provide clarity and alignment to team's goals. Everyone must be committed to the point that every single person can tell what they are **actively working on to improve**.

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## IMPRUVER Challenge

Develop the powerful habit of daily improvement by taking the Impruver Challenge. All the tools, methods, and metrics in the world won't help you; until you have developed the **habit of daily improvement**. This is something that can only be forged through deliberate effort and practice with a trained coach. More information can be found [here](#).

**End****Hack**

## Conclusion

This **HACK** has provided some basic elements to establishing a successful CI program. This is only the start and the Impruver team has designed a **Learn | Do | Teach | Transform** model that will help you grow towards establishing daily improvement habits. Check it out [impruver.com](http://impruver.com)!