

Leading Beyond Lean: The Seven Drivers of Productivity

When it comes to achieving productivity and efficiency in business, lean principles have proven to be highly valuable. Originating from the Toyota Production System, lean thinking focuses on eliminating waste, streamlining processes, and continuously improving operations. However, to truly excel and lead in today's competitive landscape, businesses must go beyond lean and focus on the seven drivers of productivity that propel organizations forward. In this article, we will delve deep into these drivers, understand their significance, and explore how businesses can implement them effectively.

The Seven Drivers of Productivity

1. **Strategic Vision:** A clear and compelling vision is essential for organizations to achieve productivity. It provides a sense of direction and purpose to employees, aligns their efforts, and motivates them to strive towards common goals. A strategic vision communicates not only what the organization aims to achieve but also how it plans to get there.

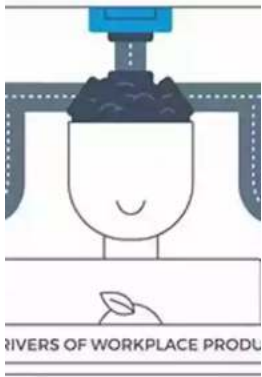
2. **Effective Leadership:** Strong leadership plays a crucial role in driving productivity. Effective leaders inspire and influence their teams, create a positive work culture, and empower employees to perform at their best. They provide guidance, set clear expectations, delegate tasks, and foster a collaborative environment where individuals are motivated to contribute their ideas and efforts.

Leading Beyond Lean: The Seven Drivers of

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3. **Employee Engagement:** Engaged employees are more committed, productive, and satisfied with their work. By involving employees in decision-making processes, encouraging their development, recognizing their achievements, and fostering a sense of belonging, organizations can create a work environment where individuals feel valued and motivated to give their best.

4. **Continuous Improvement:** Embracing a culture of continuous improvement allows organizations to remain agile, adapt to changing market conditions, and identify opportunities for enhanced efficiency. Companies should encourage employees to suggest innovative ideas, provide feedback on processes, and participate in problem-solving initiatives. By constantly evaluating and refining operations, organizations can drive productivity to new heights.

5. **Collaboration and Communication:** Effective collaboration and communication are fundamental drivers of productivity. By fostering a culture of openness, transparency, and collaboration, organizations can break down silos and encourage the sharing of information, ideas, and expertise. Timely and effective

communication ensures that everyone is aligned, aware of their responsibilities, and working towards common objectives.

6. **Technology and Automation:** Implementing the right technology and automation solutions can significantly improve productivity. Businesses should invest in tools and systems that streamline processes, automate repetitive tasks, and enhance efficiency. By leveraging technology effectively, organizations can optimize resource allocation, minimize errors, and achieve higher output with fewer resources.

7. **Employee Well-being:** Recognizing the importance of employee well-being is essential for sustained productivity. Organizations must foster a healthy work-life balance, provide opportunities for professional and personal growth, and prioritize employee well-being. This includes promoting employee wellness programs, offering flexible work arrangements, and creating a supportive work environment that values individual well-being.

Effective Implementation of the Seven Drivers

Implementing the seven drivers of productivity requires a comprehensive and integrated approach. Here are some key steps organizations can take:

1. Assess Current Performance: Evaluate the current state of productivity within the organization, identify areas for improvement, and set measurable goals.

2. Develop a Strategy: Based on the assessment, create a clear strategy that outlines how the organization will integrate the seven drivers into its operations.

3. Cultivate Leadership Skills: Invest in leadership development programs to create a pool of effective leaders who can drive productivity and inspire their teams.

4. Foster Employee Engagement: Implement initiatives such as employee recognition programs, regular feedback sessions, and opportunities for growth and development.

5. Establish Continuous Improvement Processes: Encourage employees to contribute their ideas, implement feedback loops, and regularly review and optimize operational processes.

6. Foster a Culture of Collaboration: Promote cross-functional teamwork, create platforms for knowledge sharing, and encourage open and transparent communication.

7. Embrace Technology: Identify and adopt technology solutions that align with organizational needs and enhance productivity.

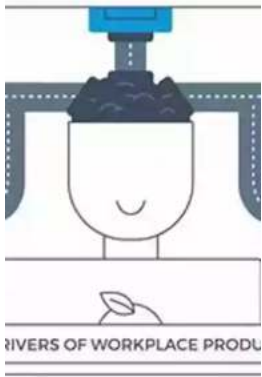
8. Prioritize Employee Well-being: Implement policies and practices that support work-life balance, mental health, and employee well-being.

While lean principles provide the foundation for productivity improvement, organizations must go beyond lean to lead in today's competitive business landscape. The seven drivers of productivity outlined in this article - strategic vision, effective leadership, employee engagement, continuous improvement, collaboration and communication, technology and automation, and employee well-being - collectively enable organizations to thrive and achieve sustained productivity. By implementing these drivers effectively, companies can create a high-performance culture that drives success and sets them apart from the competition.

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Three practicing managers with years of experience improving production facilities around the world explain why lean methodology on its own often fails to deliver productivity gains and how a holistic package incorporating safety, employee development, business planning, capital spending, performance management, quality and lean work can together to deliver results.

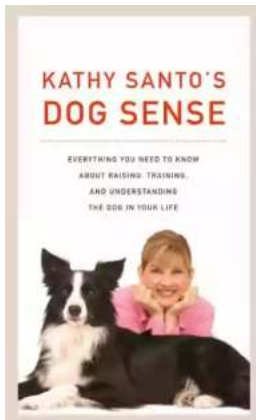
Improving productivity is the holy grail of every site manager. But while three decades of initiatives from Kaizen through TQM to Lean/Six Sigma have all had an impact, the fact remains that a few companies outperform the others.

This is often because individual change initiatives address only one aspect of a much more complex problem. What is needed is a holistic productivity system that addresses every aspect of production. To implement a productivity system in practice, you need more than TQM, more that Lean. Based on their experience managing and improving production facilities around the world the authors show how there are seven key elements that combine to create a sustainable productivity system.

Leading Beyond Lean explains how these seven elements work together, and how you can set up your own bespoke productivity system, like they did.

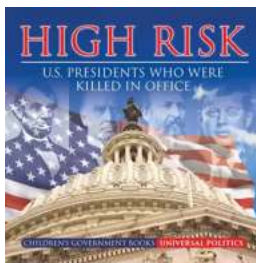
As practising managers Østbø, Wetherill and Cattermole have used these techniques and procedures to deliver improvements in both in safety and productivity. Helping their sites to become more economically viable, evolving from "problem sites" with uncertain futures into vibrant sites that attract reinvestment and growth. They become cleaner, safer and better organised, and therefore more attractive places to work in.

This book will help any company, any site manager, and any production director understand what is needed to set up a lasting productivity system, not in theory, but in practice – and to deliver outstanding results.



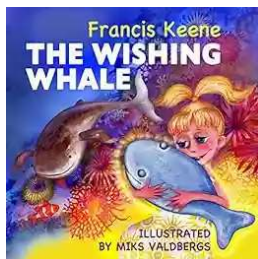
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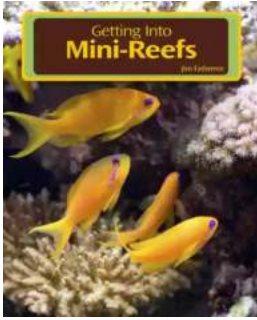
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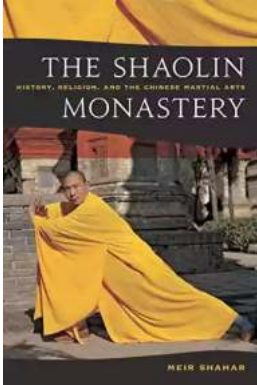
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