



# LEADING CHANGE

## Leaders impacting change!

This half day session, designed for Supervisors through Senior Management as well as Certified Lean Facilitator candidates, explores the essential need for committed leaders during a Lean Enterprise implementation. Participants will learn how leaders can impact the change process and the fundamentals of effectively leading the organization through the transformation. The session focuses on establishing an environment for the successful implementation of Lean by additionally introducing the topics of “Accounting for Lean” and “Policy Deployment.”

**Pre-requisite:** *Overview of Lean* and must be taken prior to attending *Leading Change*.

### Course Content Includes:

- Accounting for Lean – what operations needs to know about how Lean impacts a “Standard Cost Accounting System”
- The five pre-requisites to the change process
- Developing an effective guiding coalition
- The essential elements of an effective vision
- How to communicate the vision and strategy to the organization
- The importance of empowering the workforce
- The three elements required to sustain the change process
- The power of Culture
- Policy Deployment & Lean Implementation Planning – The 10 Step Roadmap to using Lean as the system to achieve organizational goals

### Upon completion of the Leading Change session, participants will be able to:

- Understand how Lean impacts the various measurements of a Standard Cost Accounting system
- Understand why the change process often fails
- Describe how leaders impact change – both positively and negatively
- Understand the role of the leader on the team
- Communicate the vision and the strategy to achieve that vision effectively
- Describe the eight stage change process
- Understand the importance of why Lean, to be sustainable, must be linked to an organization’s goals using Policy Deployment
- Understand the 10 Step Policy Deployment process