



**IT'S A  
BIRD!**



**IT'S A  
PLANE!**



**NO**  
**JANICE**

SIX SECRETS TO BECOMING A...

# MANAGEMENT SUPERHERO

YOU WON'T BELIEVE... #4

**David Mort**

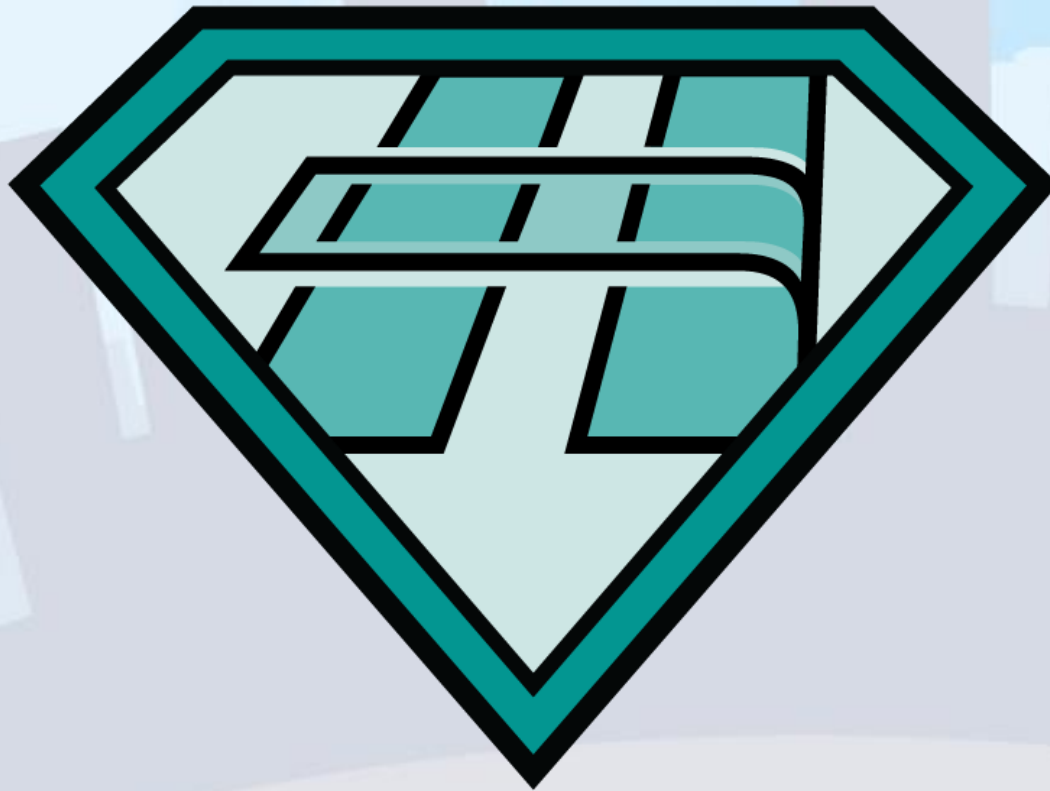
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# Overview

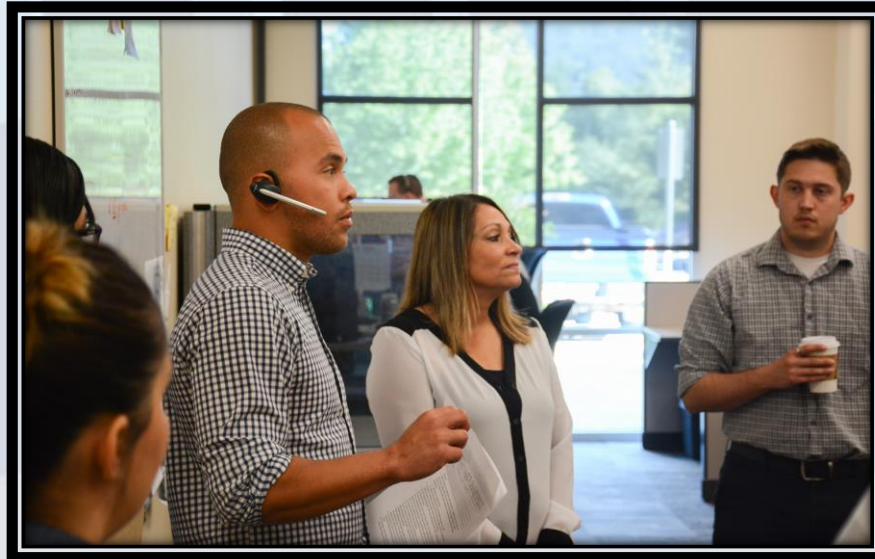
1. The origin story of Quick and Easy Kaizen
2. How did it get its power?
3. Don't wait for The Daily Planet to report the results!
4. You don't need to be bitten by a radioactive animal to affect culture!
5. Empowering your sidekicks.
6. Saving the day!

# 1. The Origin Story of Quick and Easy Kaizen!



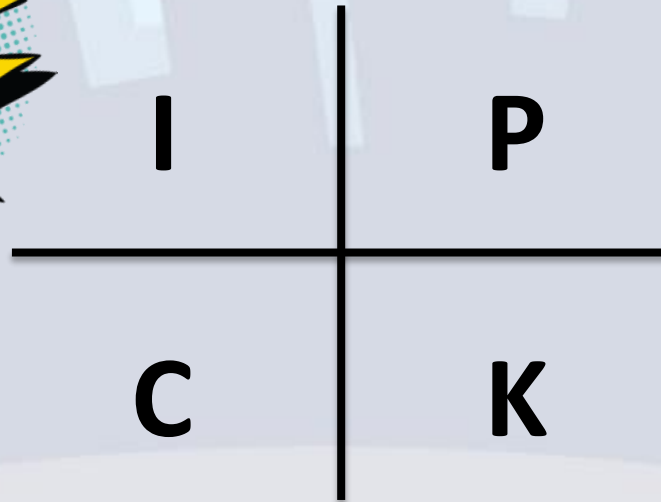
# 1. The Origin

- Like any great Hero, Quick and Easy Kaizen had a humble start.
- How it began at Hawes Group!



# 1. The Origin

- Over time we had to refine our process.
- Then, some Braniac introduced the P.I.C.K. model to help shape the conversation.



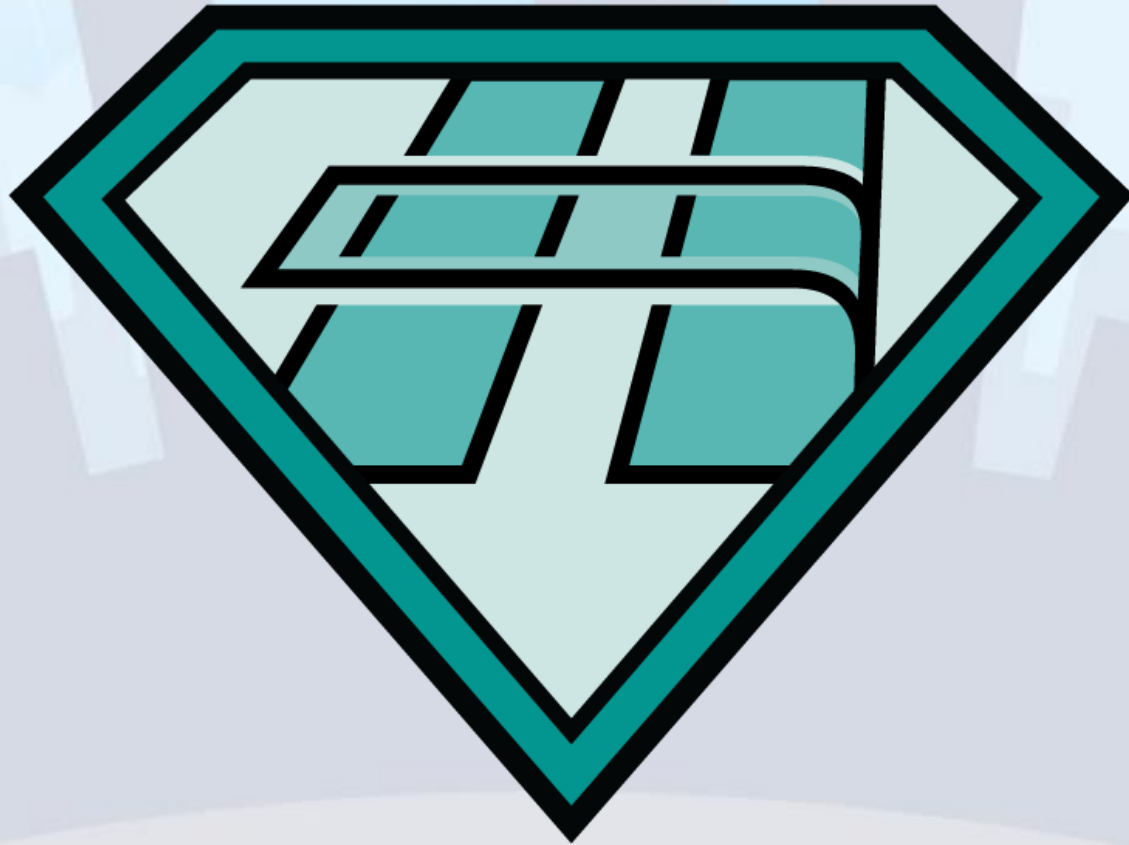
# 1. The Origin

Think of the P.I.C.K model as a grid

	<b>HIGH IMPACT</b>	<b>LOW IMPACT</b>
<b>EASY</b>	I	P
<b>HARD</b>	C	K

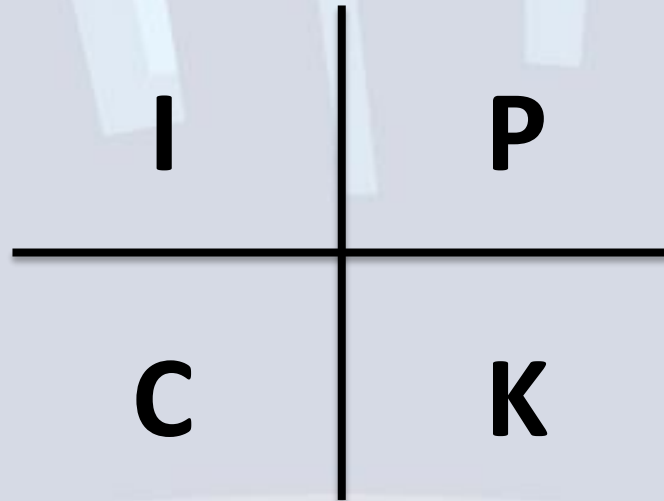


## 2. How Does It Get Its Power?



## 2. With Great Power...

There's power in P.I.C.K.



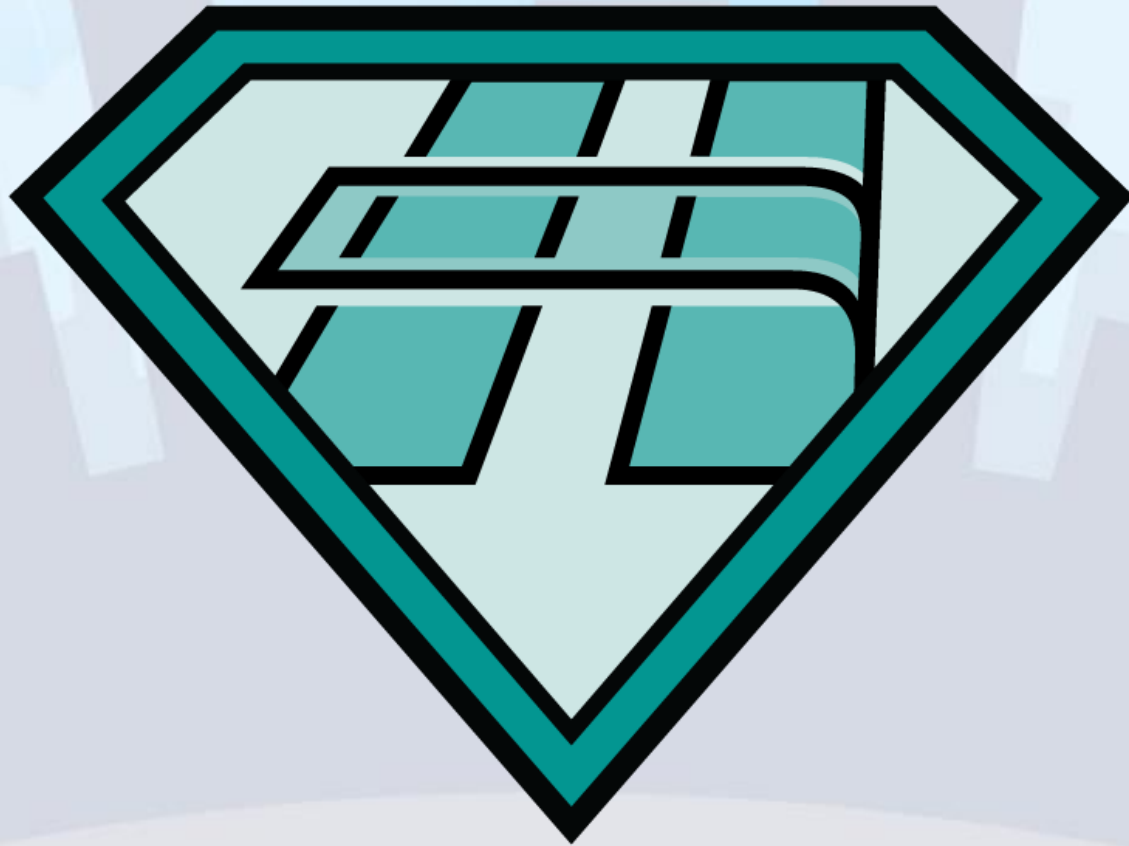
## 2. Why is Q&E So Powerful

- Lean is about empowering your people
- Quick & Easy allows them to have a voice...and when that happens, ***Kapow!***
- It can let your people know you care about them and want them to succeed.

***Just like that...faster than a speeding bullet...you'll see results.***



# 3. Don't Wait For The Daily Planet to Report the Results!



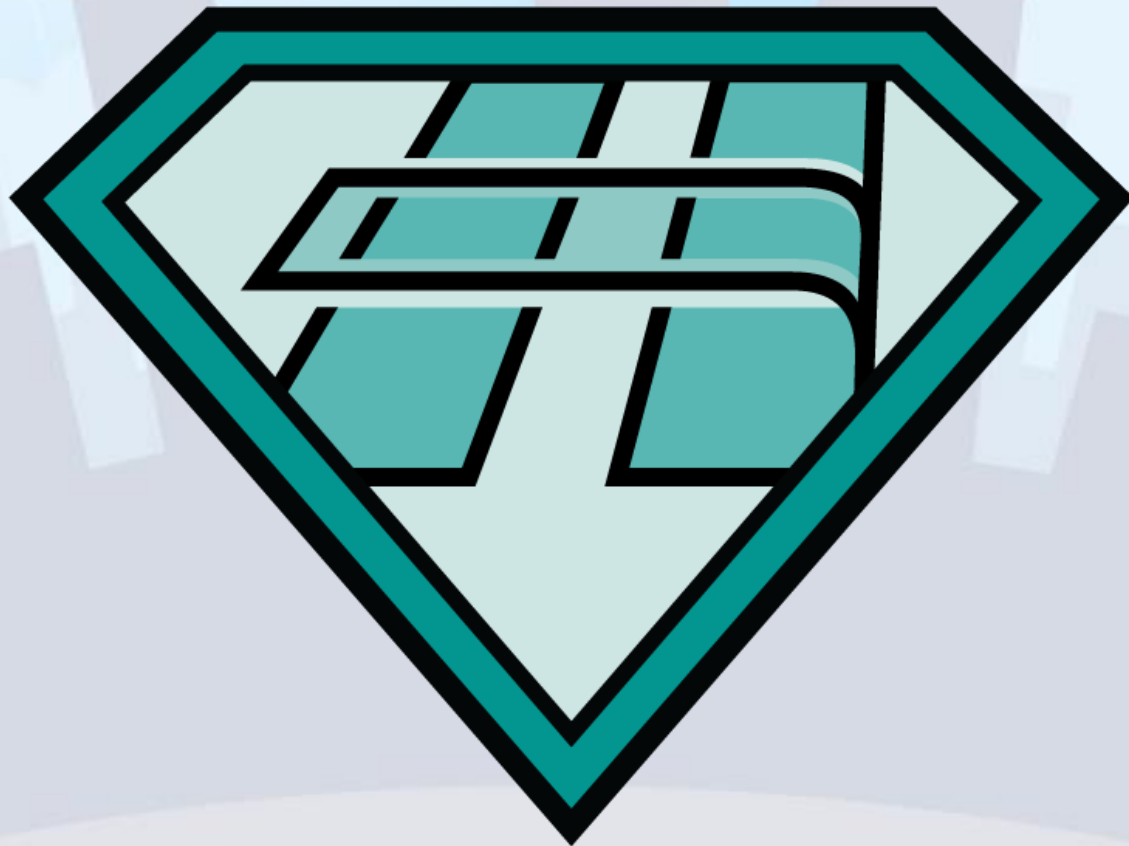
# 3. Start Tracking Right Away!

- Create a goal for the number of ideas you want to implement in the first 6 months and start tracking right away.
  - This will cut down on the number of “kills” you issue.
  - Don’t make involvement mandatory! *(that’s kryptonite to engagement)*
- When you implement an idea, estimate how much time you think you will save per week. Track this.

# 3. Make it Fun. Make It Matter!

- Create prizes and incentives as you roll out your Quick & Easy program.
- We have a competition every year with financial awards to help the front line employees see the positive monetary impact their ideas have on the company. Holy Immediate Enthusiasm, Batman!

# 4. You Don't Need to Be Bitten By a Radioactive Animal to Affect Culture!



## 4. It's All About Culture!

If you try to implement every reasonable idea you will not only see an improvement to process but also:

- Employee morale
- Employee engagement.
- Productivity.
- And the very fabric of space and time...

*...OK, maybe not that, but you will see your culture improve.*



# 4. It's All About Culture!

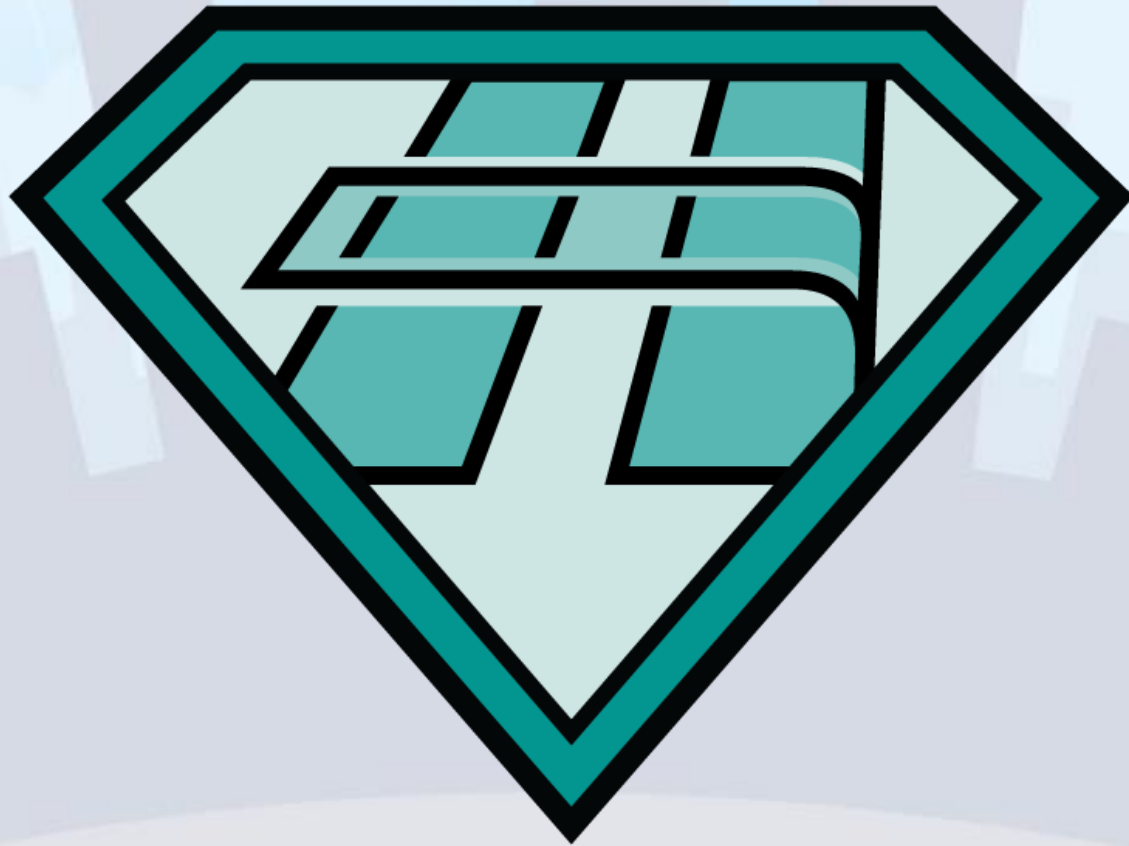
If you look up Culture on the **Merriam-Webster** website you will find:

- the beliefs, customs, arts, etc., of a particular society, group, place, or time
- a particular society that has its own beliefs, way of life, art, etc.
- a way of thinking, behaving, or working that exists in a place or organization (*such as a business*)

## 4. It's All About Culture!

- We know that to create a great culture, every employee must be a part of the solution
- When we engage our teams to help find solutions to complex problems they know they are part of the team and that their ideas are valued. And the results? ***Great Scott!***

# 5. Empowering your Sidekicks



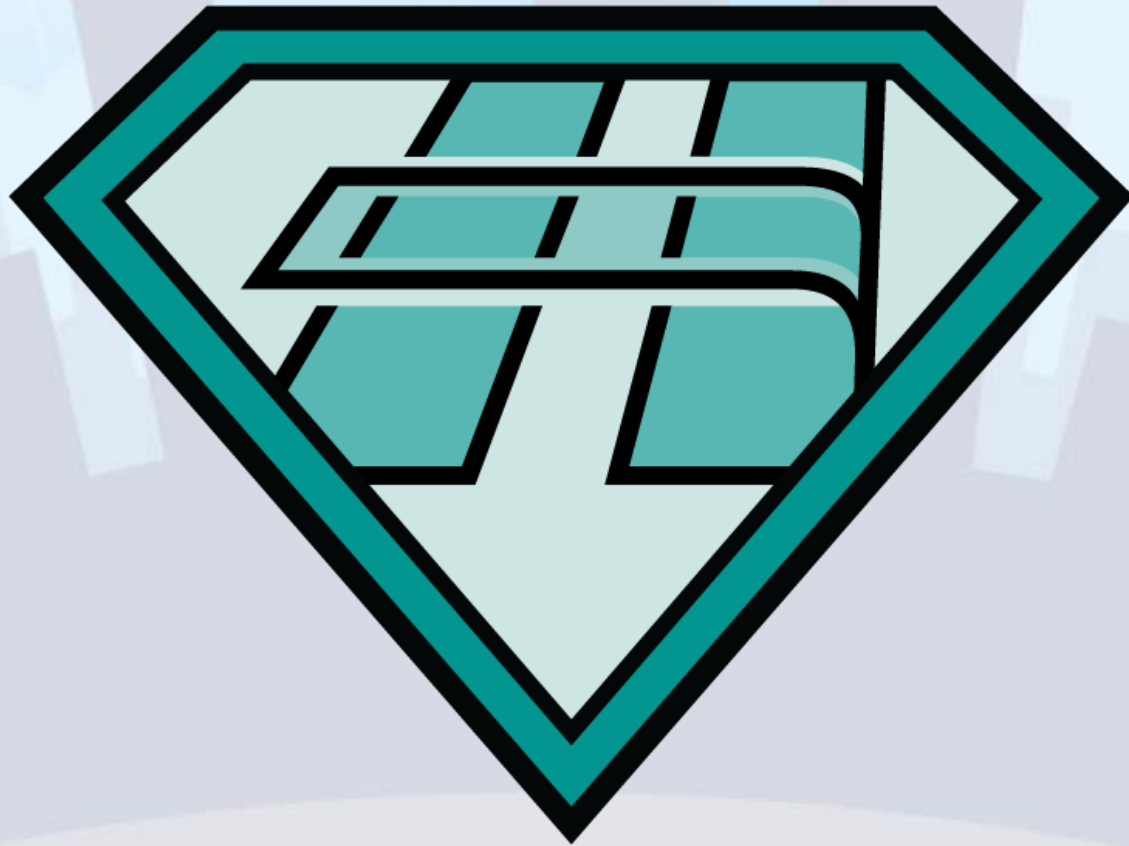
# 5. Be the Mastermind... Behind the Scenes

- Allow your managers and supervisors to run the Q&E program.
- You need to support the process and supply the needed time and resources to allow it to happen, but you don't have to be on the ground running.

# 5. Be the Mastermind... Behind the Scenes

- Supervisors and managers affect the culture of the organization as well
- Letting them lead these important meetings will empower them to be the change you need.

# 6. Saving the Day!



## 6. Q&E Creates an Army of Superheroes!

- As the Lean Leader of my team, it is my goal to create an organization full of Problem Solver Super Heroes. Quick and Easy jump-starts that process.
- By asking your people to think about solutions to their problems, you will help cultivate a new set of neural pathways forming in the brain.

# It's Your Turn

Let's do a Quick and Easy Kaizen Huddle about this training

- What could I have done differently to make this a better session? (*at least 2 things, please*)
- Let's put them into the P.I.C.K Model and share our ideas with respect



# In Closing

A Strong Quick and Easy Kaizen Program can:

- Create small improvements that add up: removing the Kryptonite. Empowering All.
- Improve your bottom line
- Improve your morale
- Create an amazing culture that people cannot wait to work in.



**THANK  
YOU!**

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