

Lean Engagement of the Workforce:

THE MOONSHINE CONNECTION



WHAT is Moonshine?

moon-shine (mōon'shīn') *n.* 1. A Lean methodology that uses **fast and inexpensive prototyping** to develop and prove a concept, prior to full design, engineering, and implementation. 2. A method of **thinking and action**, using Lean 3P techniques to accelerate learning and innovation, producing **order-of-magnitude** improvement to any process.



Today's moonshiners partner with employees to prototype new ideas and test solutions to problems

Back in the 1920's, Moonshiners would build the equipment needed from any available materials, despite the current bureaucracy of society!

Why Moonshine?

It's Already Happening

Creative and frustrated employees will always look for ways to improve, even if they have to use the solutions in secret. Creating a “Safe to Fail” system engages more stakeholders, promotes sharing, and gives hope.

Adapt and Thrive

Technology and culture are changing too rapidly not to engage with all of your process owners. Making a habit of solving small problems today, will give your organization the tools to confront the radical unknown tomorrow.

Human Potential

By not tapping the creativity of your team, you are not taking your War on Waste to its full potential.

**Moonshine creates the infrastructure needed for innovation
(funds+resources+location)**

Moonshine is a “*Try Before You Buy*” capability (aka Try-Storming vs. brainstorming)

Do everything to simulate, test and experiment before committing to any solution.
The *PHYSICAL* nature of Moonshine creates ideas previously impossible to attain.



LEARN BY DOING!

Building your Program

Leadership Buy-in

Take your leaders to benchmark other programs. Identify a Senior Champion, develop a charter, and pilot your first lab.

Attitude

Moonshiners who are willing to listen and build trust aren't necessarily more clever, they are just a better fit.

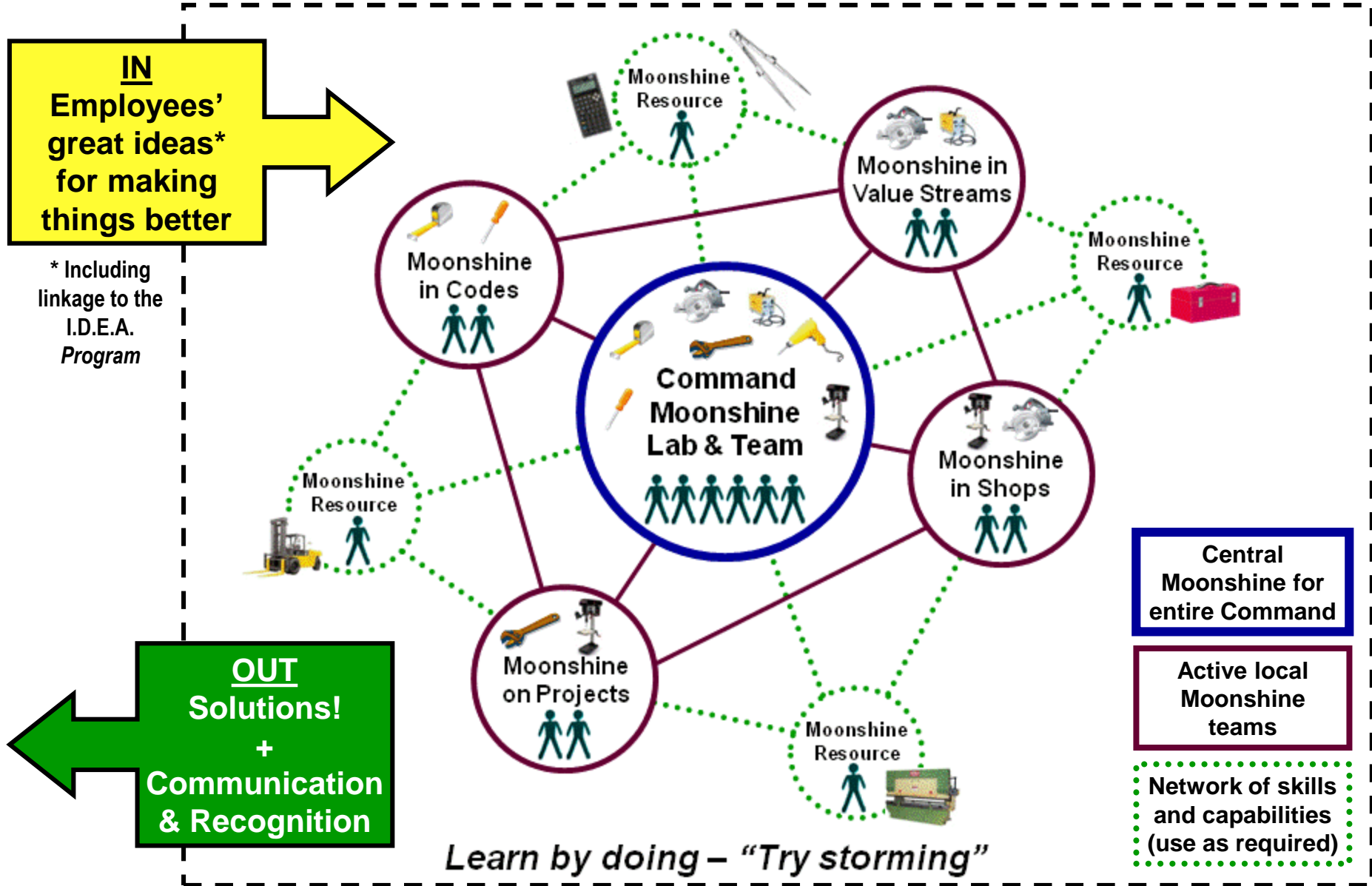
Align to your Mission and Values

Consider what capabilities you need to build or leverage to make your system responsive to the specific needs of your core workforce and mission.

Don't Become the Workaround

Your ability to work around bureaucracy cannot become a relief valve for bad processes or necessary safeguards. Honor other components within your organization by defining when to pass efforts on to them, and when to partner with them!

Command Moonshine System Vision



Moonshine Objectives

Focus on Changing Culture, not ROI

Develop people and systems that foster ownership and critical thinking. Solutions are an indicator of a healthy system, not the end result. Don't give them fish; teach them to fish.

Partner with all your Stakeholders

Establish formal agreements with Safety, Engineering, IT, Security, Facilities, and other technical authorities and programs.

Define the Sandbox

Negotiate how much room you have to experiment, with formal processes for concurrence when working beyond these boundaries.

The Consult

Don't Jump to Solutions

Observe the process where it will be performed and have the Process Owner walk you through it. Ask to talk to other stakeholders and avoid deferring to management.

Partner and Collaborate

Stakeholders must be willing to discuss alternative solutions, even if the one they already have is perfect.

Try-Storming Basics

Don't Reinvent, Exapt

Solve the problem with available solutions first. Modify or customize if needed. Look outside your community for things that can be used in new ways.

Design for Function, then Simplicity

Make it work, then simplify to make it repeatable and easy to use.

Today's Solution, Not Tomorrow's

Building trust with your Process Owners includes not pushing them too far out of their comfort zone

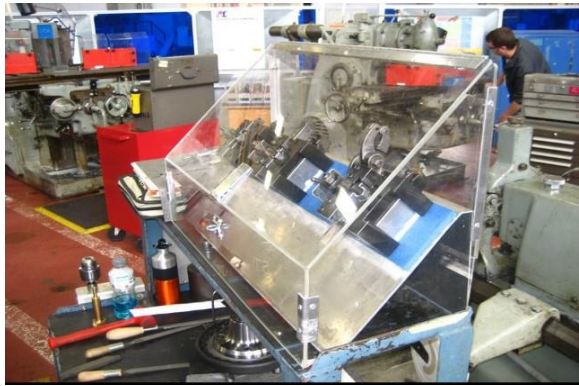
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Adaptable Backpacks



Visually Designed Tool Applications



Flexible Construction Point-of-Use Applications

Promote Principles

Workflow

Your Moonshiners need training in Core Lean Principles. 5S and Cellular flow should always be built into the solution. Green Belt Certification is a good start.

Ergonomics/Safety

Use the process to educate and mitigate risks. Eliminate unnecessary risks such as lifting, and design guarding that is easy to use, even when nobody is watching.

Visual Workplace

Close information gaps, and communicate expectations and knowledge needed to be successful.

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