

Leader Standard Work

What is it?

Factory Example

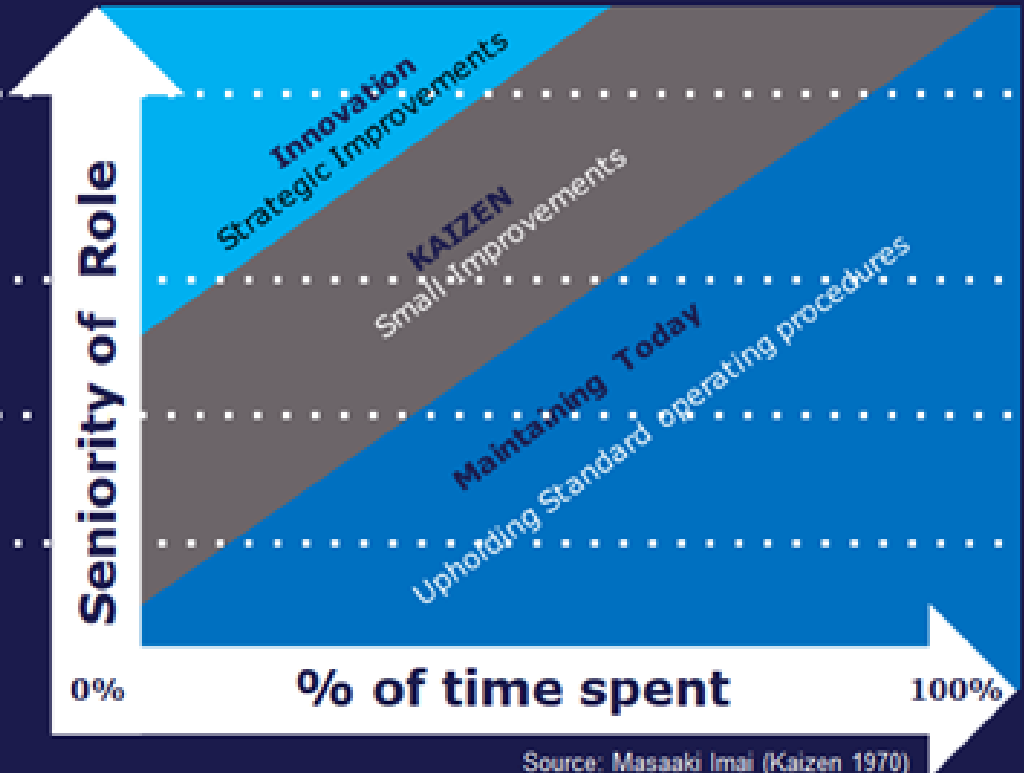
Factory Manager
Maintain 20%

Leaders of functions
and value streams
Maintain 30%

Team Managers
Maintain 50%

Supervisors
Maintain 80%

Operators
Maintain 95%



Why does every business need it?

How to use it?

What's Leader Standard Work?

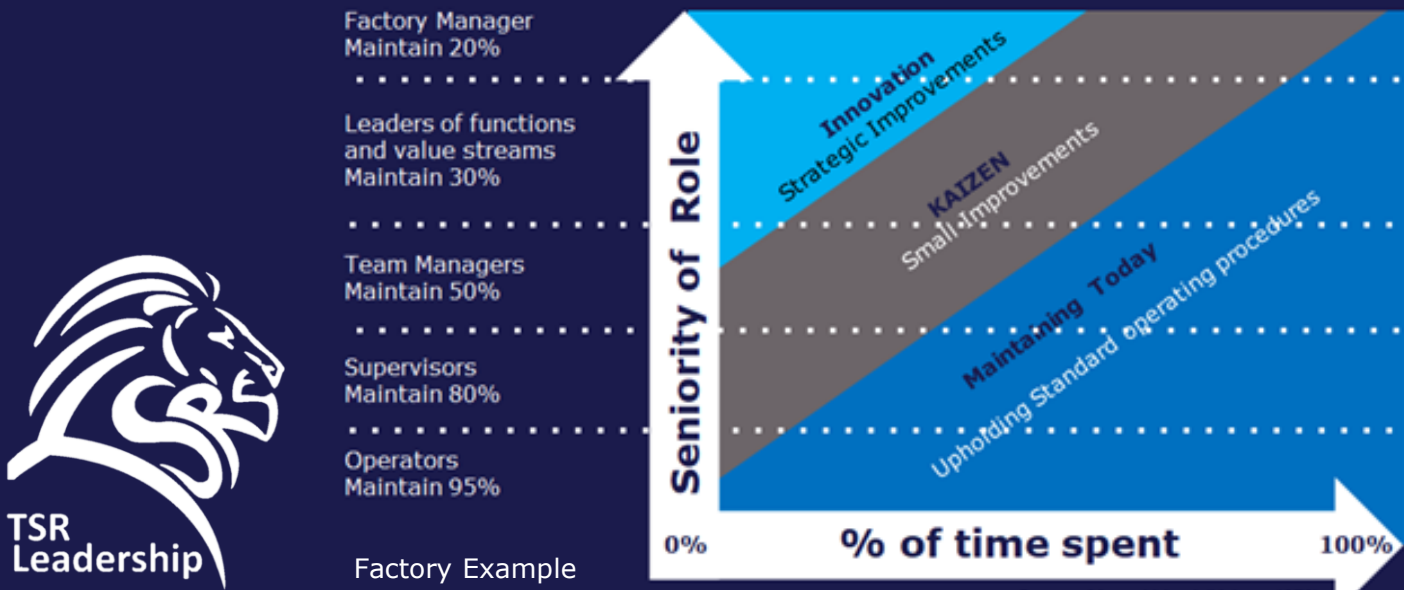
Build time into each day to

- Maintain today
- Make small improvements
- Deliver innovation

These three themes drive businesses forward

Ideally:

- Front-line workers spend 5% improving work
- Supervisors spend 20% improving work
- Managers spend 5% on innovative improvements
- **Senior leaders** must also **maintain today** as well as improve work with small improvements & innovation



What's Leader Standard Work?

Maintain Today:

"Catch people doing it right"

- Positive reinforcement of doing the activities of the role in the agreed way

Small Improvements:

"When we all do the activities the same way, we have the same problems, when we solve the problems, we all benefit"

- Update the agreed way to be reduce the common problems (called Kaizen)

Innovation:

"Embrace making big changes to add value"

- Use strategic improvements to create the new ways of doing activities



Why does every business need Leader Standard Work?

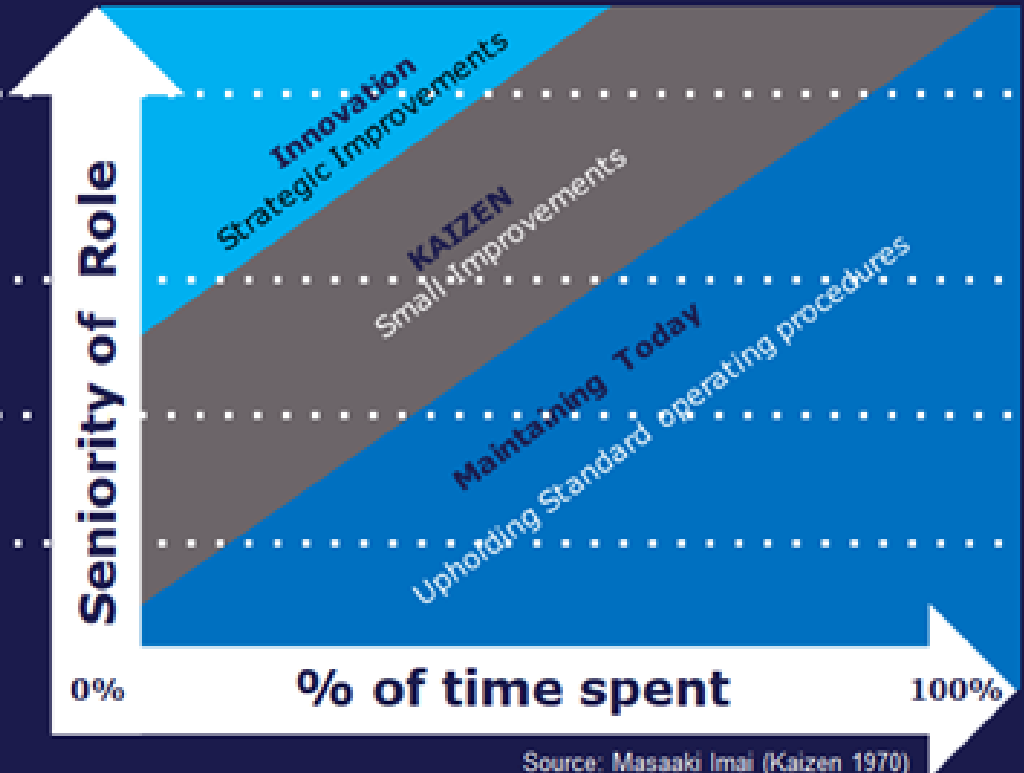
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Stability of the current best way to do activities in a business, allows the problems to be solved through small improvement activities **reducing firefighting** and then without risking daily delivery of the business needs, there is **time for innovative changes**

How to use Leader Standard Work?

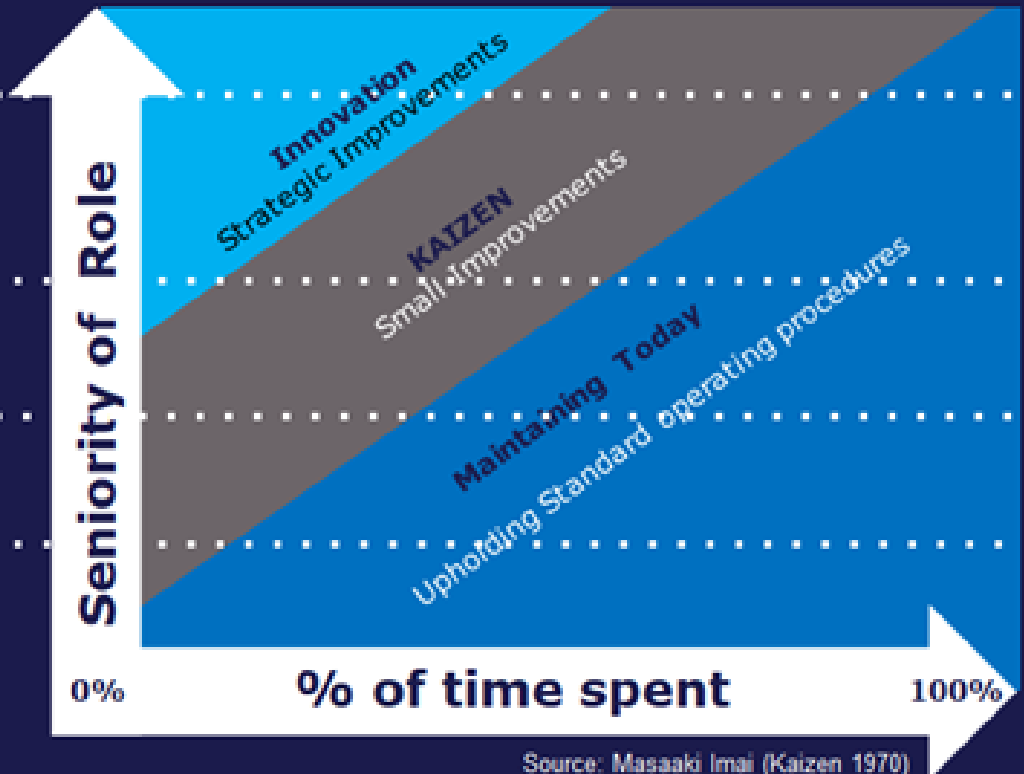
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Start by getting people to do activities the same way, and **encourage everyone to discuss the problems** with that same way

Support keeping agreed ways in place until new ways are proven by **experiment**



TSR
Leadership