

## ACCELERATING A LEAN TRANSFORMATION WITH A PROVEN TALENT SOLUTIONS PARTNER

### PROBLEM/ SITUATION



WE DON'T HAVE THE INTERNAL LEAN EXPERTISE TO LEAD AND SUPPORT OUR LEAN TRANSFORMATION.

Lean Focus had originally partnered with a dynamic company looking to drive a lean transformation across their organization. They recognized that in order to see the full benefit of a lean transformation they would need more than lean tools. They needed the right culture driven by top talent for this to be truly successful. Stuck in a firefighting mentality and rewarding “saving the day” over solving the problem, they knew they had to do something different. Starting out with our world class consulting, focusing on Strategy Deployment, Daily Management and Problem Solving, the company quickly realized they did not have the Lean expertise internally to continue their lean transformation and truly change and sustain their culture. They also did not have the expertise to source and vet lean expertise. Thankfully they partnered with the lean transformation experts!

At Lean Focus, we aren't just consultants, we are a Business Transformation Partner. We want to ensure that the lean tools and processes you put in place become the way you do business. Having the right talent to lead that cultural transformation is key to any business transformation success. This is where Lean Focus Talent Solutions comes in. With two offerings, including Org & Talent Review (OTR) and Talent Search, we ensure that your current organization is set up for success and help you fill any talent gaps with blue chip talent from our extensive Lean network.

### SOLUTION

LEAN FOCUS PARTNERED WITH THIS ORGANIZATION TO PLACE 10 LEADERS IN 7 LOCATIONS ACROSS THE US

With an onsite Lean Focus consulting partnership already in place, we had an in-depth knowledge of the culture of this company overall and at each of the top strategic sites. Understanding the culture and an agreement on the talent gaps allowed us to laser focus on the exact needs of the client.

Starting at the very top, Lean Focus placed a VP of Lean to drive the culture across the entire organization. We then focused on leadership gaps at the strategic sites, we were able to fill 2 Regional Manager roles in less than 120 days. Once regional leadership was in place, we focused on plant level leadership. Lean Focus Talent Solutions placed 5 Plant Managers across the US with an average contract to offer acceptance timeline of 90 days. We didn't stop there, now that experienced Lean leadership was in place that can drive the culture, we focused in on Continuous Improvement Leader needs at the top 2 strategic sites. Lean Focus Talent Solutions placed those individuals within 60 days of contract! This is the power of a vetted, blue chip Lean network!

- 1 VP of Lean – 120 days contract to offer acceptance
- 2 Regional Managers – 120 days average contract to offer acceptance
- 5 Plant Managers – 90 days average contract to offer acceptance
- 2 Continuous Improvement Leaders – 60 days average contract to offer acceptance

# TRANSFORM TODAY. THRIVE TOMORROW.



## RESULTS



THE RIGHT TEAM AT  
THE RIGHT TIME  
DRIVING A TOTAL LEAN  
TRANSFORMATION



### 10

LEADERS WITH  
LEAN  
EXPERIENCE  
PLACED

With knowledge of the company culture we were able to execute searches for and deliver 10 individuals with exceptional lean talent faster than industry average.

### 1,000+

CANDIDATES  
SOURCED FOR  
THE 10 ROLES

With our extensive lean network we were able to find the right candidates. Vetting both applicants and sourced candidates, we are relentless in our pursuit of the right fit for your organization.

### 90

DAY TIME TO FILL  
AVERAGE

That's speed to value! With an average fill time of just 60 days for Continuous Improvement Leaders from contract to offer acceptance, we find qualified candidates fast!

## LEAN FOCUS TALENT SOLUTIONS | RECRUITING THROUGH A LEAN LENS

1. UNDERSTAND  
YOUR CULTURE

2. IDENTIFY  
TALENT GAPS

3. SOURCE &  
QUALIFY TRUE  
LEAN LEADER

4. ACCELERATE  
YOUR LEAN  
TRANSFORMATION

## THE RIGHT TALENT AT THE RIGHT TIME

