

Built by Lean Practitioners. Trusted to Place Lean Talent.

Hiring Lean talent requires more than matching resumes to job descriptions—it requires fluency in the work itself. Lean Focus Talent Solutions is built by practitioners who understand Lean at a deep, practical level. That expertise allows us to identify, evaluate, and place Lean professionals who fit the role, the operating context, and the maturity of your organization—so new hires contribute faster and stay longer.

DO YOU HAVE THE LEADERSHIP YOU NEED TO DELIVER RESULTS?



A critical leadership role is open and performance is suffering.



Growth or transformation is outpacing leadership capability.



Previous hires looked strong—but didn't deliver.



You need a proven operator now, not in six months.



Your organization lacks Lean or transformation experience.



A turnaround, integration, or scale effort needs hands-on execution.



Internal succession pipelines are thin.



You can't afford a mis-hire at the leadership level.

ORGANIZATIONS WE'VE HELPED BUILD LEAN TEAMS



WE DON'T PLACE RESUMES. WE PLACE LEADERS WHO DELIVER MEASURABLE BUSINESS IMPACT.

ACCESS TO PROVEN LEAN TALENT COMES FROM RELATIONSHIPS—NOT SEARCHES.

Lean Focus Talent Solutions is built on decades of practitioner-led relationships across the global Lean community in the U.S. and Europe. We don't rely on databases or outbound searches—we know where proven Lean professionals are and how they've performed. When you need Lean talent, we identify and vet individuals with real-world experience delivering measurable results—so hires contribute quickly and endure.



SERIOUS LEAN TALENT LOOKS FOR SERIOUS LEADERSHIP COMMITMENT.

Candidates consistently tell us that organizations who engage Lean Focus signal long-term intent—real leadership commitment to building and sustaining Lean, not short-lived experimentation. That clarity attracts professionals who want to do meaningful work and invest their careers in transformations that are designed to last.

KNOWING WHICH QUESTIONS TO ASK—AND HOW TO INTERPRET THE ANSWERS—MAKES ALL THE DIFFERENCE.

Evaluating Lean talent requires practitioner-level understanding, not keyword matching. Our team knows how to distinguish between candidates who have lived Lean and those who have simply learned the language. That discernment protects your organization from costly mis-hires and ensures new leaders can translate Lean principles into real-world results.



EVERY SEARCH IS LED BY PRACTITIONERS WITH REAL LEAN EXPERIENCE.

The Talent Solutions team brings decades of hands-on Lean transformation work across industries and geographies. That experience allows us to understand role nuance, evaluate capability accurately, and distinguish good candidates from those capable of driving real change. Our judgment—not volume recruiting—becomes your competitive advantage in securing transformational Lean talent.

92%*Retention Rate***89 Days***Time-to-Fill
(Executive Positions)***47%***Network-Drive
Placements*

We Place Proven Lean Talent Across Levels & Functions

- ✓ Chief Executive Officer
- ✓ Chief Operating Officer
- ✓ Chief Financial Officer
- ✓ Chief Commercial Officer
- ✓ General Manager
- ✓ SVP / Head of Lean Transformation
- ✓ VP of Global Operations
- ✓ VP Lean – Operations / Manufacturing
- ✓ VP & Director of Supply Chain
- ✓ Director of Operations
- ✓ Plant & Operations Manager
- ✓ VP Lean – Commercial / Growth
- ✓ Director, Growth Excellence
- ✓ Continuous Improvement Director
- ✓ VP & Director of Human Resources

...& other critical Lean leadership roles aligned to your organization's maturity and objectives

Industry Experience of Our Talent Solutions Practice

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|---------------------|-------------------------------|---------------------|
| HVAC SYSTEMS | INDUSTRIAL MACHINERY | IMPLANTABLE DEVICES |
| MEDICAL DEVICES | HOME GOODS & FURNITURE | AEROSPACE & DEFENSE |
| PLUMBING PRODUCTS | GENOMICS & PRECISION MEDICINE | RESEARCH SOLUTIONS |
| BUILDING MATERIALS | PERFORMANCE MATERIALS | TEST & MEASUREMENT |
| COMMERCIAL VEHICLES | AUTOMATION EQUIPMENT | PRIVATE EQUITY |
| LIFE SCIENCES TOOLS | DIAGNOSTIC EQUIPMENT | & MORE |

“Lean Focus played a pivotal role in accelerating our Lean transformation journey by connecting us with true Lean talent. Having hired for these roles many times over the years, I was surprised how quickly and consistently they were able to line up candidates that not only do the job but had done the job and were truly passionate about transformation.”



Will Simmons, Vice President - Azenta Business System
Azenta Life Sciences, 5,000+ Employees

95%
Fill Rate

14 Days
Time to First Candidate
(Executive Positions)

52%
Client Repeat
Business

How We Engage Clients

RETAINED LEAN EXECUTIVE & LEADERSHIP SEARCH

Lean Focus conducts retained searches to identify, evaluate, and present proven Lean talent for permanent leadership roles. Our approach goes beyond resume matching. Every search is led by practitioners who understand Lean deeply and can assess how candidates have applied Lean principles to deliver measurable business results.



We manage the full search process—from sourcing and practitioner-led screening through finalist presentation—so your leadership team can focus on selection and fit. The outcome is a short list of candidates capable of contributing quickly and sustaining performance over time.



INTERIM LEAN LEADERSHIP

When continuity matters and capability gaps cannot wait, Lean Focus places experienced Lean leaders into three or six-month interim assignments. These leaders step in quickly to stabilize performance, maintain momentum, and lead through transition while longer-term plans are developed or permanent roles are filled.

Interim engagements are often used to bridge leadership gaps, support periods of change or growth, and ensure Lean initiatives continue without disruption. The focus is execution, continuity, and results—not caretaking.

THE RIGHT LEAN TALENT CHANGES WHAT'S POSSIBLE

We'll explore your specific needs and show how practitioner-led evaluation and access to proven Lean professionals reduces hiring risk and accelerates impact—whether you're filling a critical role now or building long-term capability.