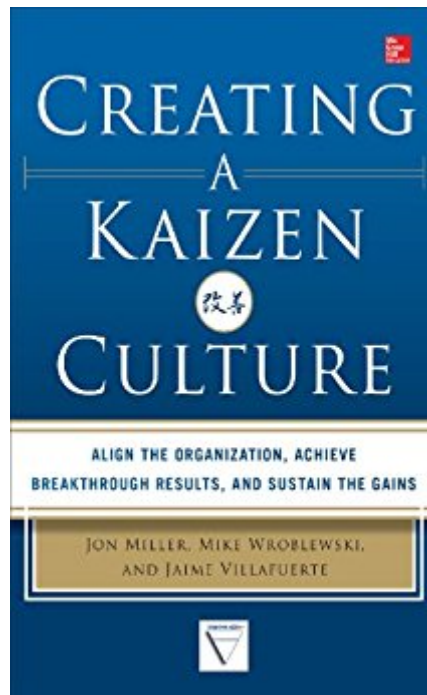


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# Creating A Kaizen Culture: Align The Organization, Achieve Breakthrough Results, And Sustain The Gains



## Synopsis

FOSTER AND SUSTAIN A KAIZEN CULTURE IN YOUR ORGANIZATION WINNER of the 2015 Shingo Research and Professional Publication Award! FOREWORD BY JOHN TOUSSANT, CEO OF THEDACARE Transforming a culture is far more about emotional growth than technical maturity. Co-written by leaders at the Kaizen Institute, Creating a Kaizen Culture explains how to enable an adaptive, excellent, and sustainable organization by leveraging core kaizen values and the behaviors they generate. The proven methods presented in this book will dramatically increase your chances of success in implementing a kaizen culture by closing the biggest gaps in the correct understanding of: WHAT KAIZEN CULTURE IS AND WHY WE NEED IT HOW EVERYONE, EVERYWHERE CAN PRACTICE KAIZEN EVERY DAY THE LEADER'S ROLE IN TURNING KAIZEN CULTURE INTO COMPETITIVE ADVANTAGE Based on more than 50 years of combined experience from experts who have successfully used kaizen to lead real transformation in a wide variety of industries, Creating a Kaizen Culture reveals how to propel rapid and sustainable performance improvement. It provides a detailed and illustrated road map to organized kaizen implementation through kaizen events. Real-world examples demonstrate kaizen culture in action at Toyota, Zappos, Wiremold, and many other companies. Featuring valuable insights from Kaizen Institute leaders, this practical resource covers: WHY WE NEED A KAIZEN CULTURE THE TRUE MEANING OF KAIZEN THE ORIGIN OF THE KAIZEN EVENT KAIZEN AS A STRATEGY IN PRACTICE DAILY KAIZEN SUSTAINING A KAIZEN CULTURE ORGANIZATIONAL READINESS FOR KAIZEN TRANSFORMATION FACING UP TO THE CULTURE MONSTER CASE STUDIES OF REAL-WORLD KAIZEN IMPLEMENTATION IN ORGANIZATIONS OF VARIOUS SIZES AND INDUSTRIES

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## **Customer Reviews**

Culture, learning, adaptiveness have become casual tools in the managerial toolbox - but what do they really mean? This much needed book clarifies what culture actually means, and how to focus on a kaizen culture. Kaizen remains the breakthrough departure point of any lean effort - in the author's terms, a people-centric, problem solving worldview to benefit society. Without understanding kaizen as the central focus point of lean, there will be neither results nor sustainability. Easy to read, with wonderful illustrations across a large spread of industries and historical nuggets, this book is a much needed addition to the lean field, and enjoyably so!

If you are a leader of an organisation and you wish to nurture and grow a culture of engagement in continuous improvement you want to buy this book! This is an insightful and deeply thought provoking book written by people who have many years (decades) experience practising Lean. Of all the elements required to achieve a successful Lean transformation shaping the culture can be the most challenging. There is nothing more valuable than being able to learn from the thoughts and experience of others. It is with gratitude that I would like to thank Jon, Mike and Jaime for taking the time to share their thoughts and experience that it may be of help to the rest of us on our journey towards excellence. This book is a rare gem.

World-class organizations, or organization striving to become world-class, endeavor to create and sustain a continuous improvement culture - the kaizen culture. This is never an easy task to achieve, and even a more difficult task to sustain and evolve. Attaining such a culture is significantly more than deploying and training your organization with tools and methods. It is about truly

understanding a deep mindset of people's behaviors and thinking, and deliberately teaching, guiding, coaching, and learning throughout your organization the structural and behavioral needs and objectives. Creating a Kaizen Culture gives detailed discussions, methodologies, and philosophies needed to set organizational leadership on course to achieve the kaizen culture. It is a continuous journey and the authors disclose just what it takes to understand and change an organization. Creating a Kaizen Culture is both a fascinating and enlightening read needed by anyone desiring to truly understand how to accomplish this in their business.

The industrial revolution provided us the electromechanical tools for manufacturing of all the goods we currently see on the market. Now it is time to invest more in the collaborative work of people. This great compendium delivers a complete overview and guidance for a cultural change in the sense of Kaizen philosophy. Organized in 10 chapters this book embraces the origin of Kaizen, the purpose of Kaizen, tools and organizational prerequisites for introducing a Kaizen culture into business environments, while always keeping the employee in focus. A good selection of examples from various industries accompanies the theoretical basics of Kaizen focused cultural change. From my perspective the chapters about sustaining a Kaizen culture and organizational readiness provided the most value as it is the most critical part while starting and developing a cultural change. I want to highly recommend this great book as a standard to any of the leaders who want to understand the philosophy and methodology of Kaizen culture to increase employee engagement and build a more valuable and competitive company.

I am very impressed with the depth of the culture and philosophy that's revealed as fundamental to progress. Much of the basics rings true as just the best way to live life in order to be truly successful. This is a relaxing and thoughtful read, satisfying, and suggesting introspection to develop a more productive attitude in general. I especially enjoyed the fundamental reasoning, as opposed to it being another textbook primer rushing to focus on implementation. This book should be in your briefcase, on your desk, not just in your library.

audible version anytime soon? this seems to be a great book as the author is very well known in the area.

I loved it

Amazing book about the true power of kaizen. Not just the talk of events but the levels of involvement for the daily kaizen through relentless continuous improvement to tackling big projects via Project Kaizen, and can't forget Support Kaizen either. Getting into the importance of building people around learning, developing, and experimenting. Jon Miller, Mike Wroblewski, & Jaime Villafuete provide great insight of providing examples at various organizations such as NUMMI, FastCap, ThedaCare, Vibco, & Virginia Mason MedicalCenter. I can't forget Kaas Tailored, as that was one of my favorite stories to read in this book. Such energy, eagerness, and drive for real kaizen. What I can say I learned is that: "if no plan, no vision, and no standard in doing things right...then there is really no chance for kaizen". Also, engaging people, developing skills, the importance of PDCA and the 10 core kaizen beliefs. I like the illustration of traditional vs kaizen culture benchmarks, as I can relate to the struggles with traditional thinking. I've been around companies where kaizen was taught in a more traditional way with more of the attitude of a "project" and "done"...now "go kaizen elsewhere". What was missing is the deep understanding of how to drive daily kaizen and sustain it through a disciplined approach to developing people, being at the gemba, and understanding the leadership importance to support it. I know that I need to read through this book a couple of times to keep learning. So much helpful info in understanding kaizen culture. I plan to eventually read Gemba Kaizen.

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