



## Continuous Workforce Development in Lean Programme – the next generation of quality lean education and application.

Lean Education And Development Group is proud to introduce its Continuous Workforce Development (CWD) programme in lean. This model focuses on the hands-on engagement of a client's entire workforce in real continuous improvement activity. This unique programme represents the third generation of model development for the LEAD Group.

The LEAD programme is about involving client employees in live improvement projects that add real value to the business. By using lean tools to address these issues, the workforce gain practical experience of generating live improvements. The employee teams "own" the local projects. By communicating the success story at the end of the process to the programme steering group, the teams gain positive recognition for their achievements. These are additionally validated by the awarding of nationally accredited qualifications. This involvement generates real motivation and helps embed a true cultural transformation across the business.

### There are seven key benefits of the new model:

- **Performance** – The programme achieves "quick win" gains using localised improvement projects. Quantifiable performance improvements in Cost, Quality, Delivery, Health and Safety and Environmental best practice are quickly gained along with the practical experience of using Continuous Improvement tools.
- **Sustainability and Drive** – The model allows LEAD to embedded full time coaching teams on site for several years in many cases.
- **Customisation of Materials** – Materials are designed to compliment and integrate with existing initiatives. The programme encourages flexible branding. We will not "reinvent the wheel" if it already exists.
- **Government Funded** – significant government subsidies are available.
- **Culture** – The message is clear – "we all have a role to play". Improvement and team participation become the norm.
- **Motivation** – The programme is enjoyable. Change is not imposed. All employees are involved and receive praise and recognition for their successes.
- **Educational Standards** – High quality training is delivered and individuals gain four recognised qualifications.

*"Our model is truly unique. Although we have always supported funded frameworks to underpin our continuous improvement programmes, the CWD framework is truly the model we always dreamed of. It combines the best elements of training, materials customisation, project facilitation, team work and allows our resident coaching teams to support the client for many years on a heavily funded, full time basis".*

Phil Walters, LEAD Group Managing Director.



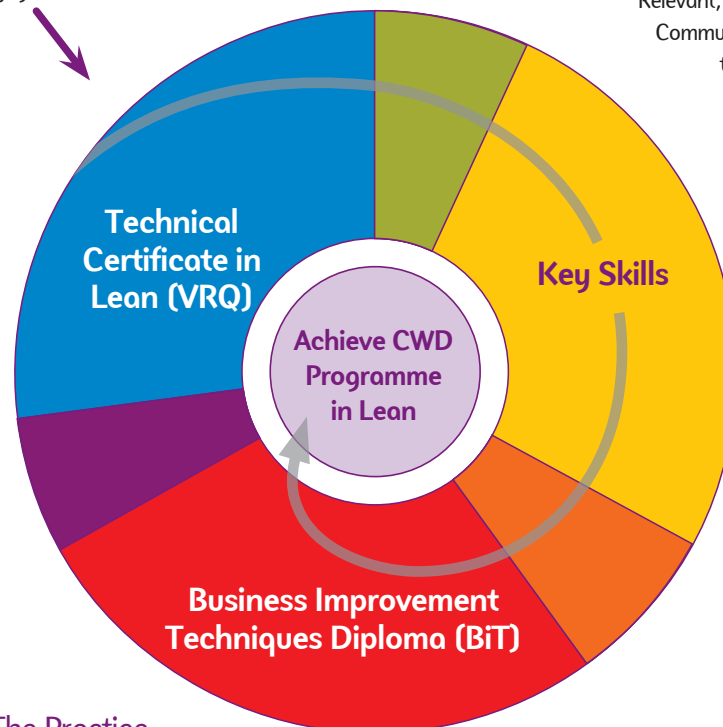
## The CWD Programme in Lean combines the following three key elements:

### The Theory

Practical Lean knowledge (enjoyable, inclusive and interactive)

### Supporting Knowledge/ Interpersonal Skills

Relevant, lean-focused Math's, Communication and ICT skills to help the continuous improvement journey



### The Practice

Teams of employees working together on live improvement projects

*"Our individually adapted approach is very different. We offer full time coaching teams on the client site. This allows us to maintain the momentum of the programme and also support the sustainability of the gains. Our model is about team participation in continuous improvement activity on the client site and our coaching teams will guide participants through every stage of this process even after the formal programme is completed. The whole model will yield substantial cultural and quantifiable benefits for the client business."*

Max Jones, LEAD Group Business Development Director.

**Max Jones** Business Development Director

Lean Education And Development Ltd.  
Palladium House, 139-141 Worcester Road, Hagley, Nr. Stourbridge, West Midlands DY9 0NW

E: maxjones@leadlimited.co.uk M:07792 989907 W: www.leadlimited.co.uk