

## CREATING IDEAS

(Worker Ideas Help a Company Grow)

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### Introduction

It seems that we must occasionally rekindle the spirit of learning. A positive vision of the future is so important for everyone who wishes to make a difference and see their company succeed in this competitive world. Managers or supervisors know there is nothing more rewarding than to get people to recognize their potential, become involved in the improvement process, and be excited about their work.



### The Changing Manufacturing World

In the advanced technology world we live in today, there is no escaping from constant change. Constant-changing technology, although not always easy to understand, is one that can work either to a company's benefit or against a company depending on how concerned they are about the future.

The introduction of new technology into a manufacturing operation as quickly as possible is critical to keeping up with competition throughout the world. The longer a company waits to use new technology, the further they fall behind the competition in productivity and the ability to produce world-class quality products. The longer the implementation of new technology is delayed, and there is always the possibility that a company may not survive.

### The Workplace of Today

Everyone, workers and management, must recognize the changes occurring in the workplace and make some changes in the way a company operates to make operations/processes more efficient and reduce all the waste possible. We must refresh our memories with the time-worn sayings:

**If you Always Do, What you've Always Done  
You will Always be What You Always Were**

### Where does Change Start?

Change must start with the suggestions of **everyone** in a company to a program of continuous improvement, firstly in how their own work can be made easier and more efficient with little or no waste. Secondly in improvements that will have a positive effect on the financial

health of the company; it is not a case of working harder, but working smarter. Workers and management joining forces and working as a team that has a definite goal of improving the workplace to make it more efficient can accomplish this.

### **Small Improvements**

Everyone in the company should commit to a program of offering one suggestion a month on how their own work or the company's operations could be improved. The following recommendations can be used for submitting ideas:

- Each ideas/suggestion should be something small that can be applied quickly and give almost immediate results.
- Each person should commit to offering one suggestion per month.
- Discuss all ideas with the supervisor before implanting them.

### **Workers the Experts**

It is wise to tap the knowledge that workers have gained from years of experience of performing their duties; who understands the job better.

- Company should recognize the contribution of individual workers.
- Workers take pride in their recognition and feel they are an important part of the team.
- This pride will have a tendency to spread to all the workers.

### **From Ideas to Success**

The best way to turn ideas into success is by management unlocking the creative potential of every employee and involving them in the Kaizen approach, which is to make many small changes quickly. The Supervisors face the challenge of stimulating employees to be motivated, become more excited about their work, and actively involved in improvement activities. This is a major challenge for supervisors to ask the workers what suggestions they may have to remedy a problem, instead of telling them what to do. It is very important that each worker suggestion receives the courtesy of a reply and is credited to that worker, otherwise improvement suggestions will soon stop coming.

#### **The Kaizen Challenge**

- **Find Better Ways to do Things More Efficiently**
- **Do not use Yesterday's Methods in Today's Manufacturing World.**
- **Come up with New and Better Ways of Doing Things**

### **The Employees' Challenge**

Quick and Easy Kaizen is a method of encouraging employees to come up with small ideas and implement the ideas themselves. It gives them a sense of pride and accomplishment in their work, and encourages them to implement the changes that may have met resistance had the changes been company initiated. The result of the new ideas has a tendency to energize the workplace and gives the workers a feeling of contributing to the competitiveness of the company and its financial success.

This helps all employees recognize their creative potential and become more involved in the improvement process within their company. The cooperation of the workers as a team is exactly what the spirit management would want to have for a successful company where everyone is working together as a team. Where all employees are active in improvement methods, in all areas, on a regular and continuous basis, they help to build an aggressive, strong company that can compete with any in the world

### **Encouraging Employees**

Quick and Easy Kaizen will challenge employees to turn their own ideas into success for the company and for themselves. The end result of this exercise is in happier people, a big improvement in people's attitudes about themselves, productivity, quality, and safety will improve, costs will go down, and the customers will be satisfied.

**Ask employees to suggest better ways of doing things  
faster, or stop doing things that are not necessary.**