

“Thought for the Week”

Old school of thought- Sure fire way for long term FAILURE	Way of Excellence Sure fire way for long term SUCCESS
People should do the work they are told – Command and Control is the norm.	People are the strength of the Company – they work in activity based teams which work through consensus.
Competition – Set people and groups within the Company against each other to identify the strong	Cooperation – All members and groups work in cooperation with each other to jointly accomplish the goals of the Company
Results Focus – The individual Boss is responsible to get results, but the system and methods used are what the <i>Boss</i> wants. It does not matter as how the results are achieved. The methods used are highly <i>ad hoc</i> .	Procedure Focus – The Management Team agrees to work in alignment to core principles to achieve overall performance. The <i>method</i> used to obtain results is important and constantly under consideration for improvement and adaptable.
Quick fixes by decree of Management	No quick fixes exist to the real “Root Cause”
Work instructions are in the Boss’s head	Standardized Work
5-Who Analysis	5-Why Analysis

