



Our best care. Your best health.SM

Shift Your Lead!

From Change Fatigue to Nimble Ninja

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October, 2015

GET BIG THINGS DONE!

The Leadership Challenge...



The Problem with Getting Things Done



Good News!

It's not as complicated as you think to solve this problem...

Three Simple Steps



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The not-so-good news!

"Simple can be harder than complex. You have to work hard to get your thinking clean to make it simple. But it's worth it in the end because once you get there, you can move mountains."

~Steve Jobs~

Steps to Becoming a “Nimble Ninja”

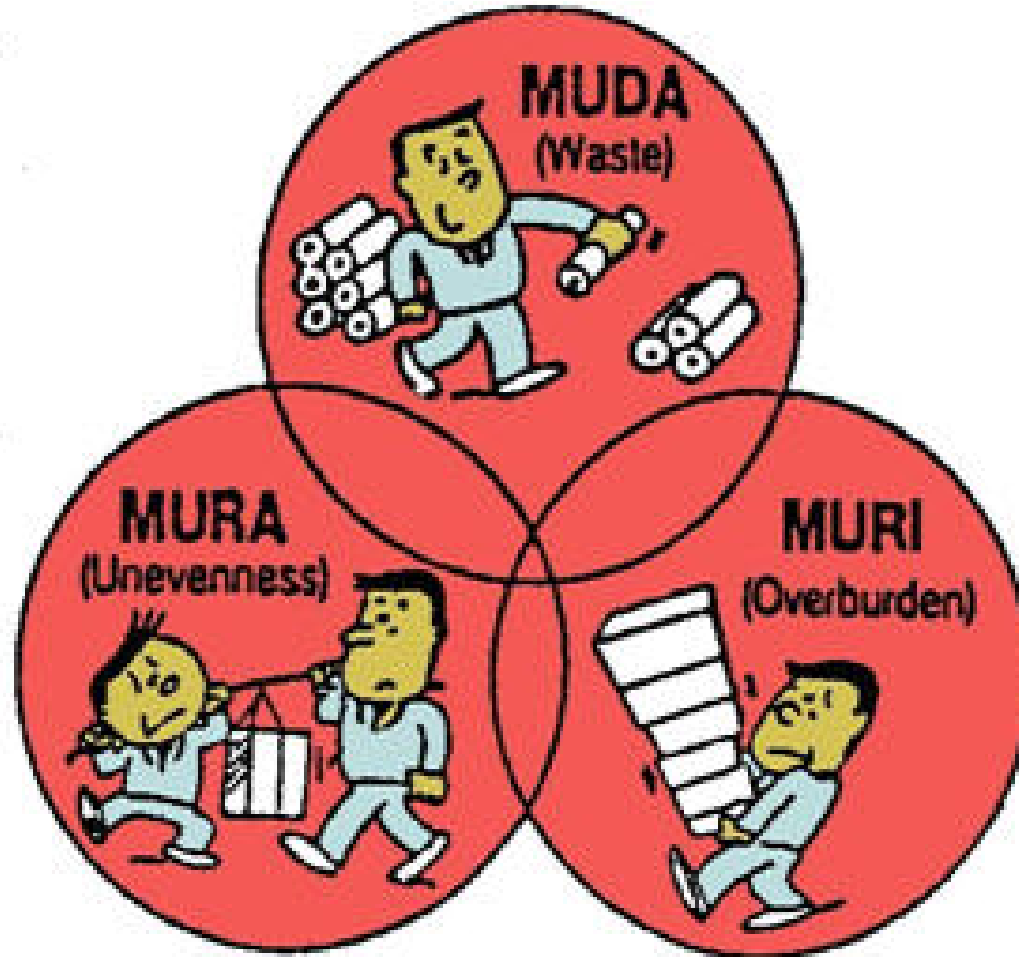
1: Prepare to Receive

2: Set up Nimble Structures

3: Keep the Focus

Prepare to Receive

Step 1: Prepare to Receive....

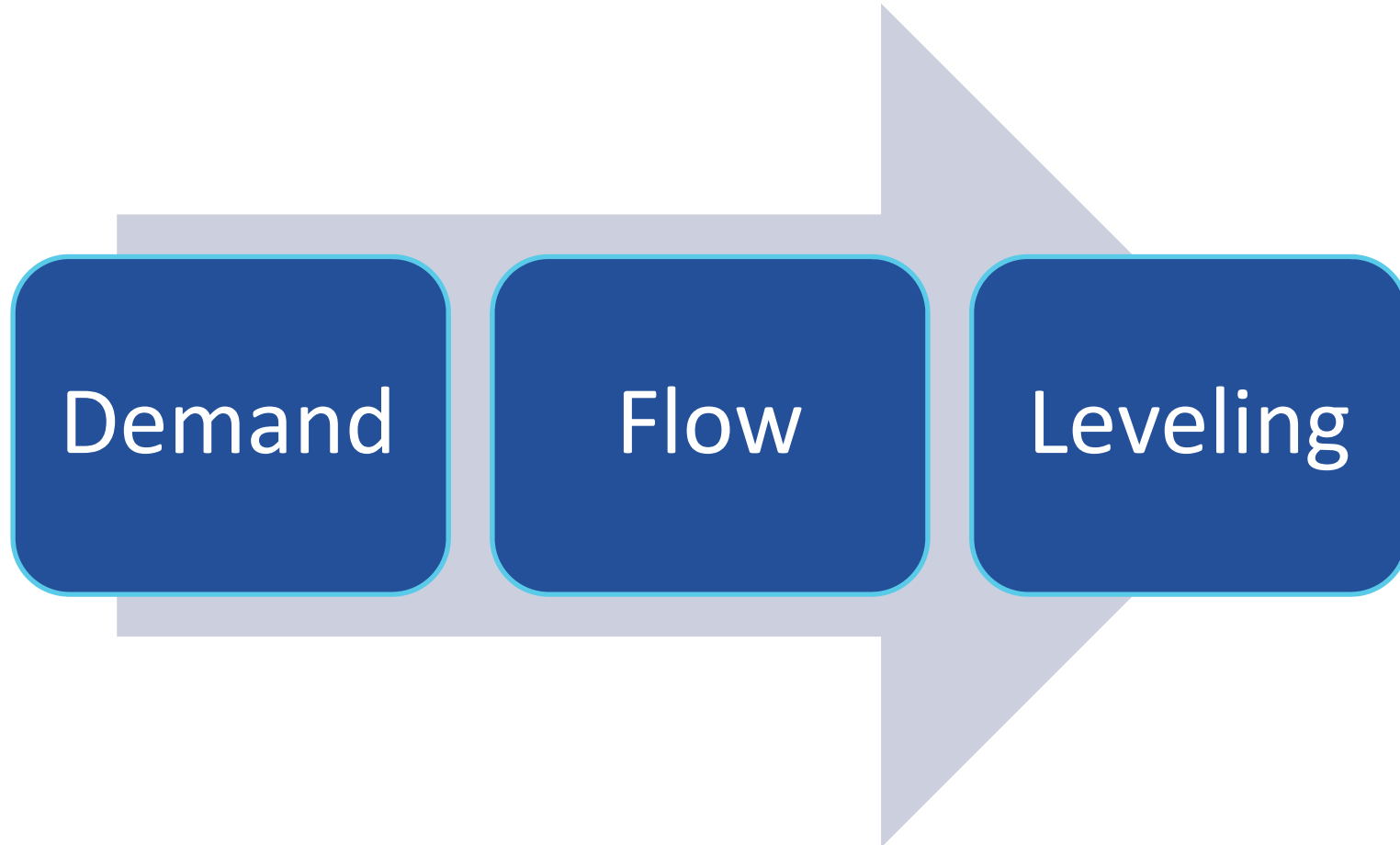


D	DEFECTS LEADING TO REWORK	Missing/incomplete information, defective products, and errors.
O	OVERPRODUCTION	Producing more products or information than is needed.
W	WAITING	People, material, or equipment not being acted upon. Time spent waiting.
N	NOT HIGHEST & BEST USE OF TALENT	Incorrect use of people and ideas
T	TRANSPORTATION	Travel required to complete the process
I	INVENTORY	Material or information that just sits can potentially become lost or damaged.
M	MOTION	Action or motion by the worker that does not add value.
E	EXTRA PROCESSING	Processing tasks that are not essential or value added

5S- MUDA



MURI/MURA



Case Study- Demand/Flow/Leveling Eliminating MURI and MURA

Who: Four nurse leaders in a hospital

What: Advocating for more nurse leaders to ease the burden

Why: OVERWHELMED and UNEVEN workload! (Muri and Mura)

Case Study- Demand/Flow/Leveling

Steps to Reduce the Burden

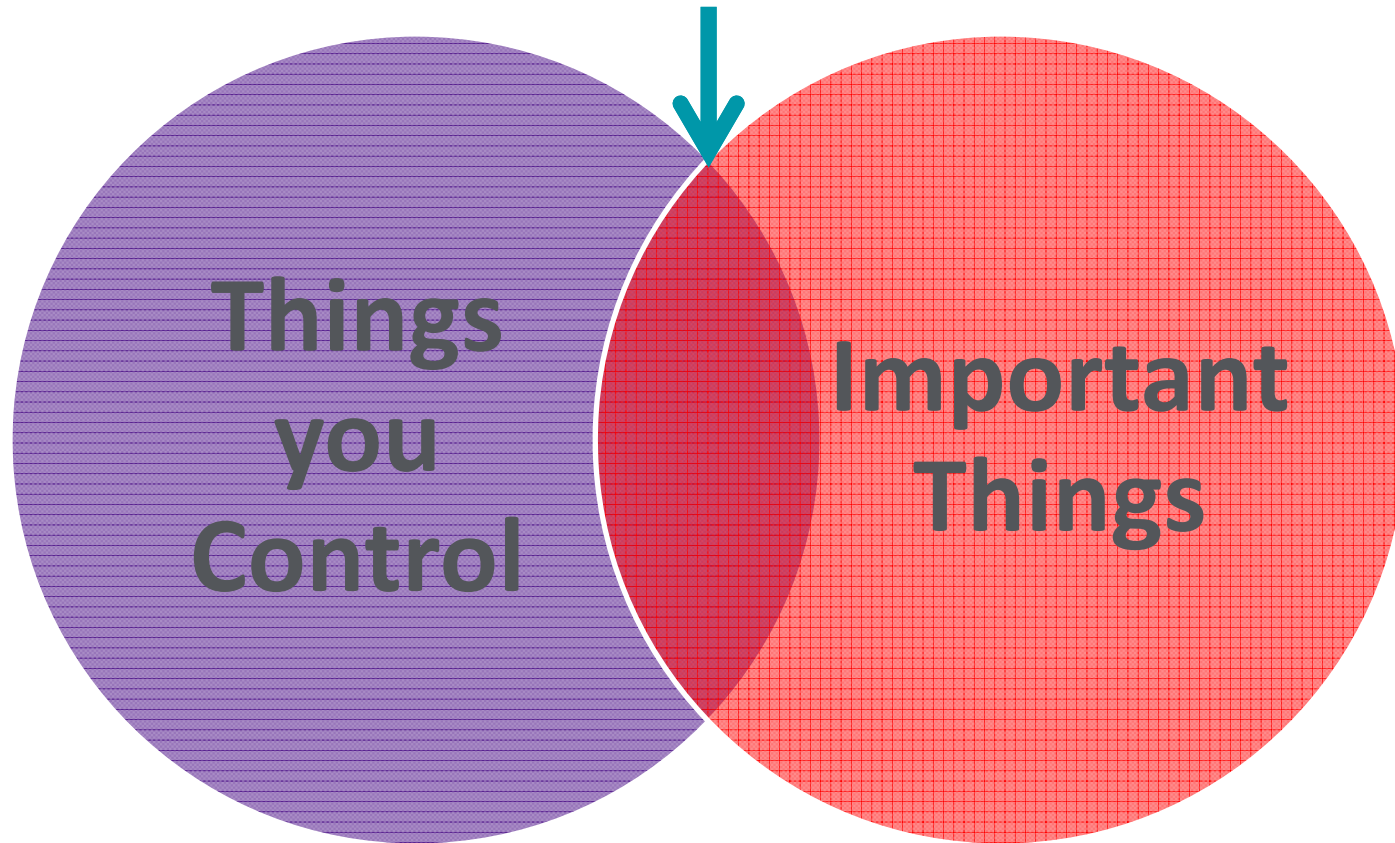
- ***Make ALL tasks visible*** (Daily, Weekly, Monthly, Ad Hoc)
- ***Measure***
- ***Decide which principle can help— consider what to STOP DOING too!***
- ***Make your action plan visible***

PRIORITIZE!



PRIORITIZE!

YOUR FOCUS



Set up Nimble Structures

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GET

BIG

THINGS DONE

**THE POWER OF
CONNECTIONAL
INTELLIGENCE**

ERICA DHAWAN AND SAJ-NICOLE JONI

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Step 2: Set up Nimble Structures

Remove RED TAPE



Step 2: Set up Nimble Structures

Invite innovative processes



Step 2: Set up Nimble Structures

Trystorming



Step 2: Set up Nimble Structures

Connect to others



Keep the Focus

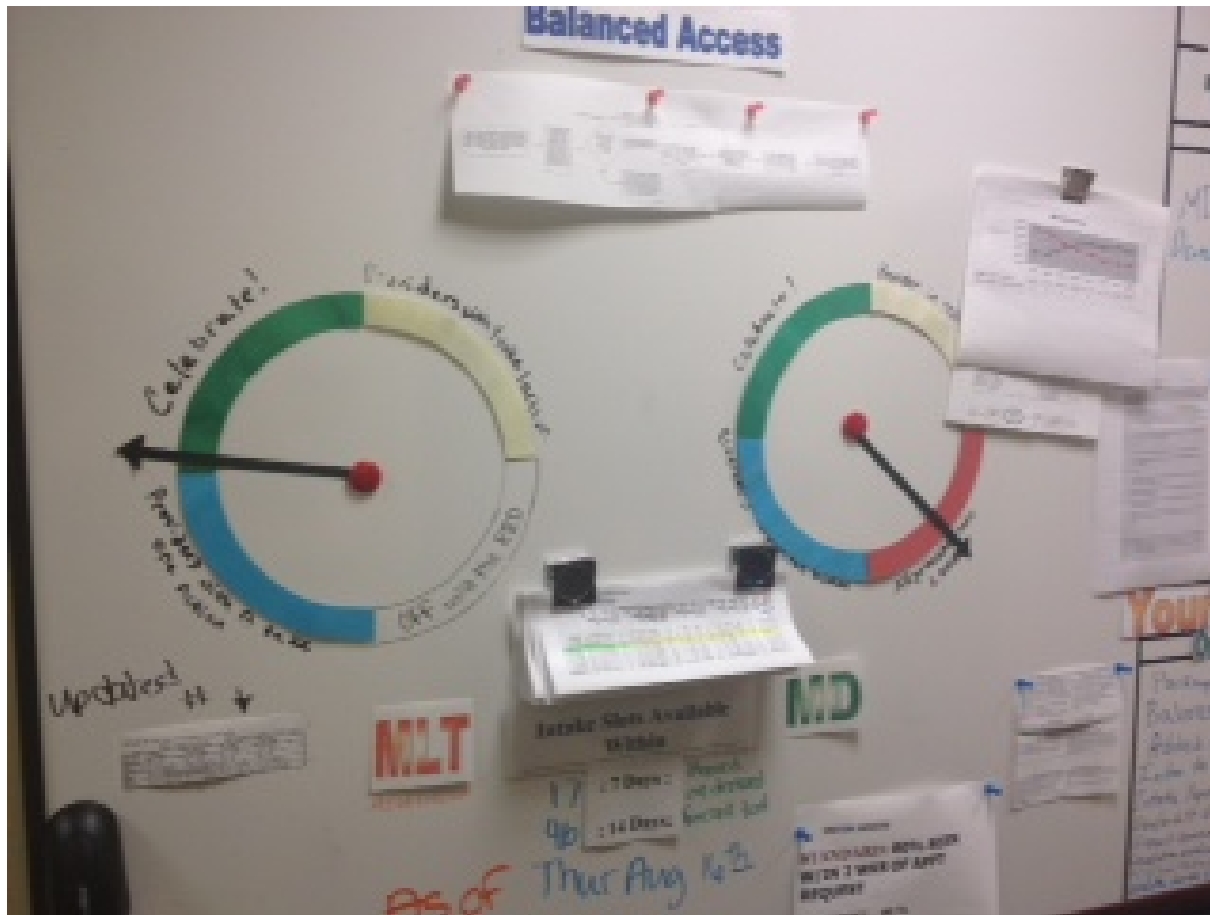
Step 3: Keep the Focus

Visual systems to tell how it's going “at a glance”



Step 3: Keep the Focus

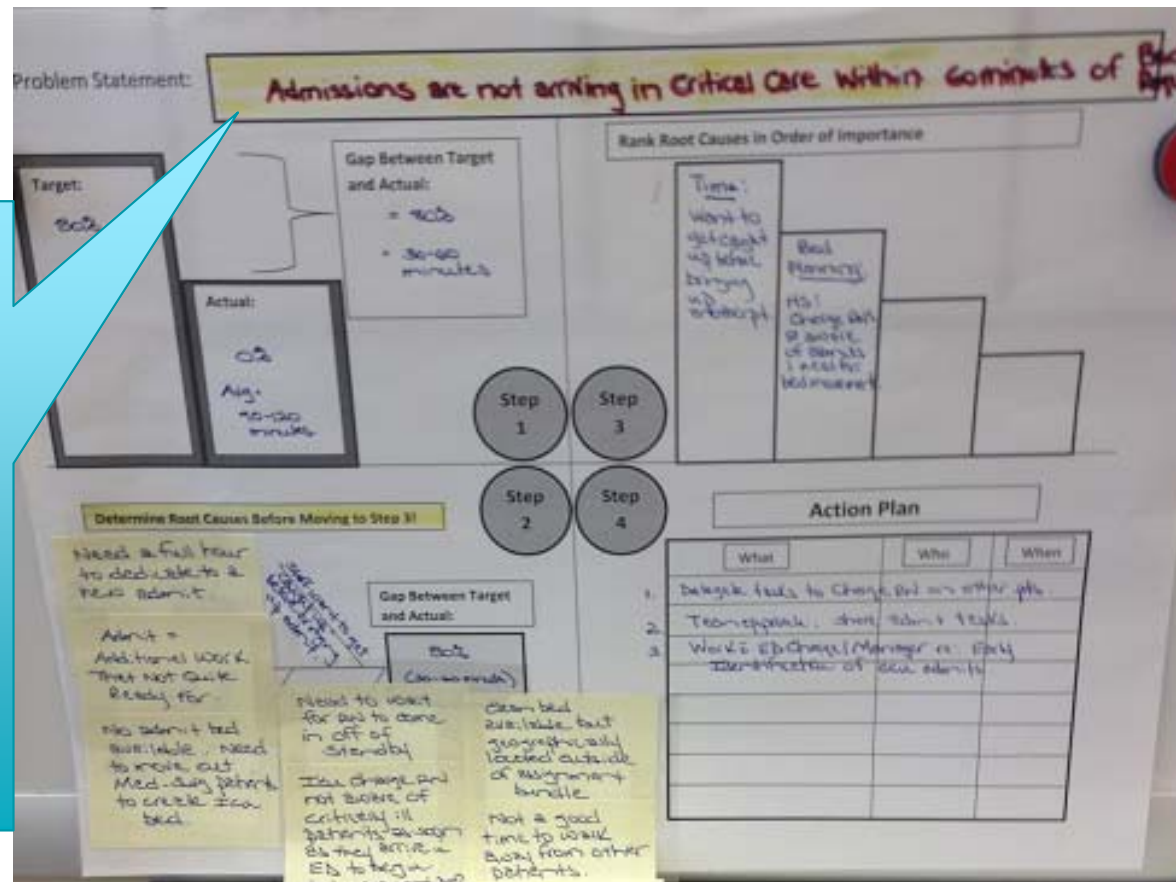
Visual systems should drive action



Step 3: Keep the Focus

Thinking should be visible too!

This manager has used A3 thinking to help the whole team contribute to understanding and solving the problem.



Step 3: Keep the Focus

Most important thing to be visible in the workplace? ***YOU***



Rounding

What you are looking for...

Is standard work followed?

How is daily management working?

Are processes “mistake proofed”?

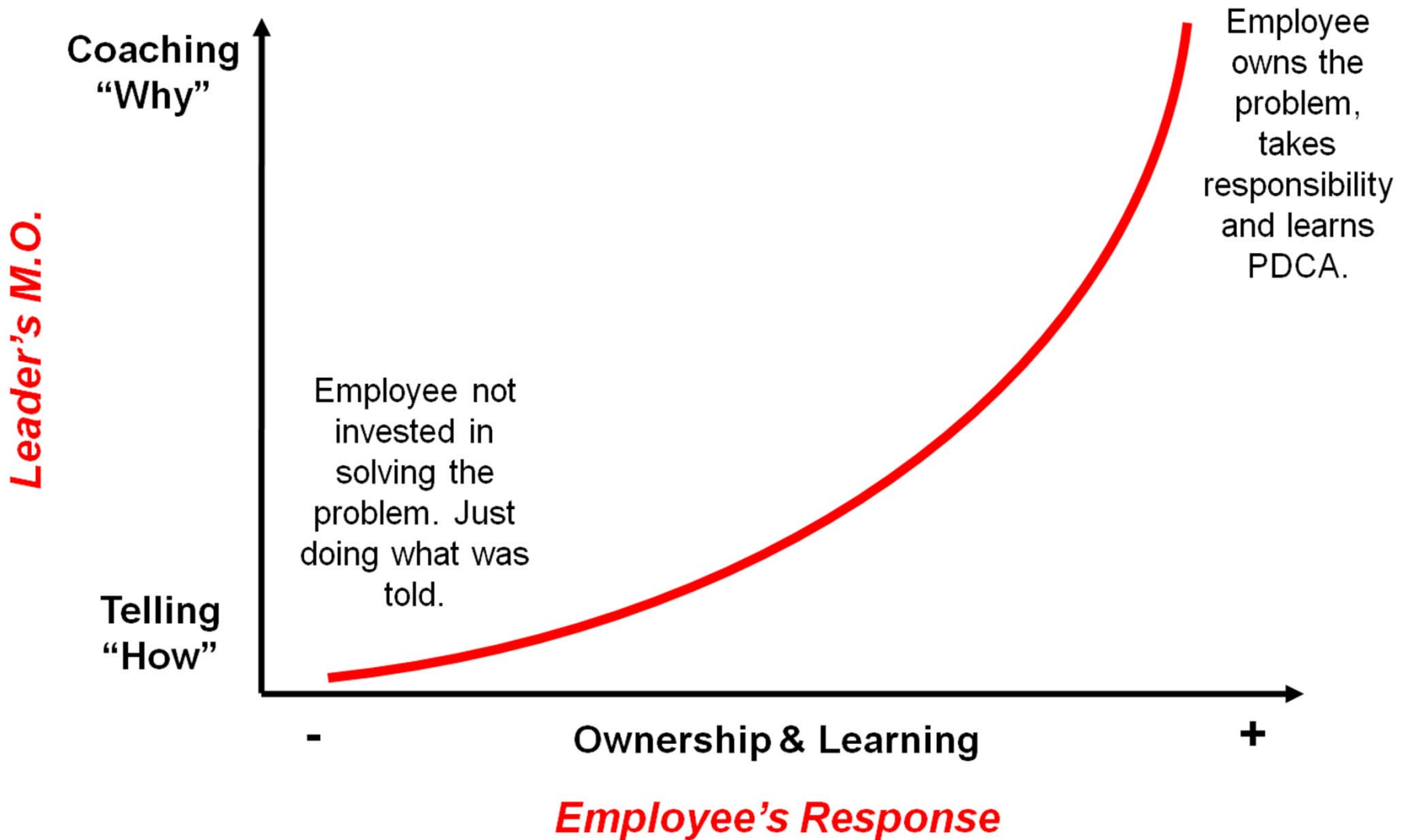
Are visual systems used and effective?

What barriers to high performance exist?

How are recent changes working?

Are there unaddressed safety concerns?

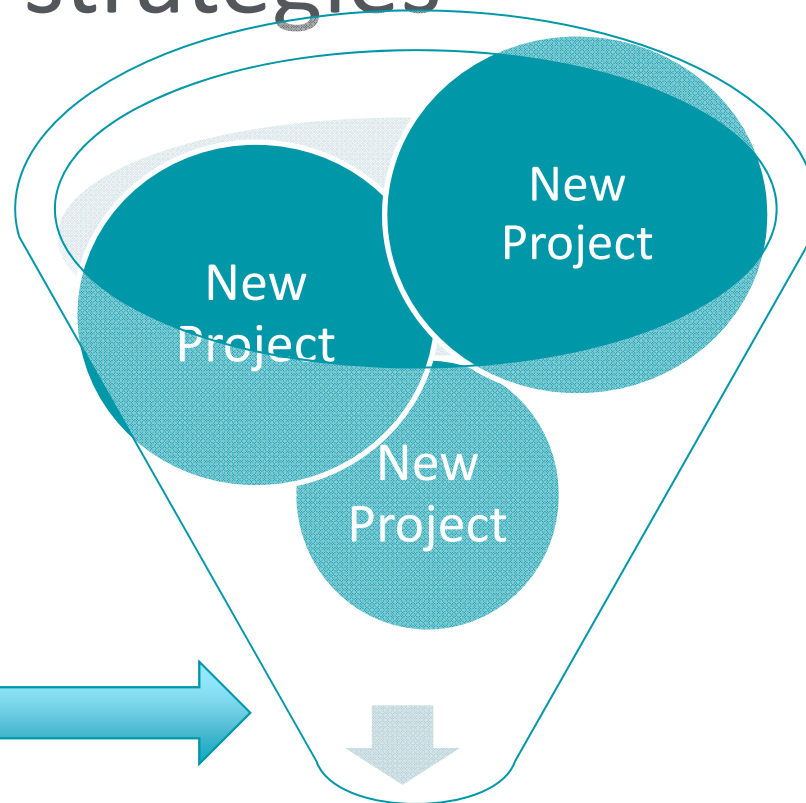
Respect Means Turning over the “How”



Step 3: Keep the Focus

Ensure new work is linked to prioritized strategies

Your
priorities
should be
a filter



The Right Work!

Steps to Becoming a “Nimble Ninja”

1: Prepare to Receive

2: Set up Nimble Structures

3: Keep the Focus

Audience Participation



Q & A

Thank you!

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Let's Collaborate!

Q & A