A Grass Roots Effort Within an Organization

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The Roots of the Grass Roots
FIND YOUR Tribe

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What's Our “Why”? 

- Improve Schedule Reliability
- Increase Corporate Success
- Promote Team Culture
If I look at the masses, I will never act. If I look at the individual, I will.

- Mother Teresa
THE Catalyst
Sowing the Seeds and Nurturing the Effort
Developing the Training

- Setting of Goals
- Defining the Topics
- Reviewing Style of Presentation
- Tailoring Materials to Target Audience
Attributes of a Successful Training

1-2 day format
Attributes of a Successful Training

Interactive
Attributes of a Successful Training

Testimonials
Attributes of a Successful Training

Plus/Deltas & Take-a-ways
The Roadshow
Learning & Development for Trainers

• Learning experience for trainers
• Lean development for trainers
  • More confident in LPS knowledge
  • Had to think on the fly
  • Growing in our personal lean journey while helping others develop
Day 1 Greenbelt Training

- Simplify the sample project
- Conference room change

After Greenbelt Training

- Change of agenda items
- Select new sample project
Barriers

- Expense
- Burn Out of Trainers
- New Trainers
- Leadership Support
- Taking the Easier Route
- Keeping the Momentum
- Not Enough Time
Growing the Grass & Keeping it Manicured
Lessons Learned

- Different variables
  - Size of group
  - Room
  - Geographic location
  - Dynamics of group
- Have follow-up resources readily available
- No anonymous surveys
- Focus on the trends of plus/deltas
- Pre-training (general overview and definitions)
Keeping the Momentum Going
Engage Other Trainers
Collect Data

• Feedback Loop- staying in touch with those who are implementing it

• True Data- see how LPS works on different job types
Establishing Jobsite Hubs
Integrating Master Schedule with Last Planner

Scheduling

Production Management (Last Planner)
Improving the Industry

• Helping develop new software
• Setting better expectations for Trade Partners
• Educating our Owners and Architects
QUESTIONS?