

Leveraging Teams for Improvement



Craig Alan Williams, CPIM



It's time to play a game!



Rules of the Marshmallow Challenge

Build the Tallest Freestanding Structure. Tallest structure measured from the table top to the top of marshmallow wins. The structure cannot hang from a higher structure (chair, ceiling etc.)

Entire Marshmallow Must be on Top: Cutting or eating part of the marshmallow disqualifies the team.

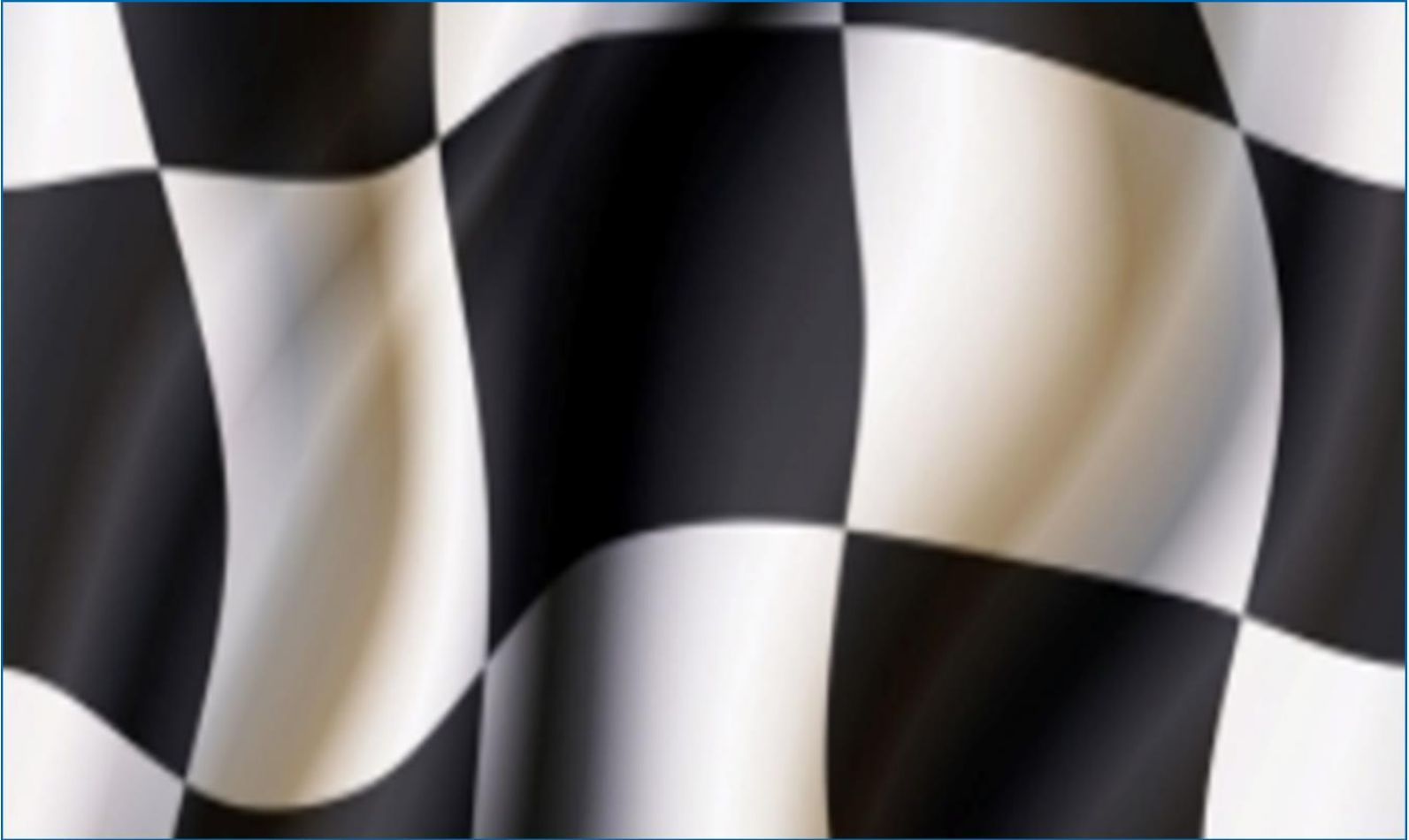
Use as Much or as Little of the Kit: You can use as much or as few of the spaghetti sticks, string or tape as you wish.

Break up the Spaghetti, String or Tape: Teams are free to break the spaghetti, cut up the tape and string to create new structures.

18 minute time limit: You cannot touch the structure in any way once the time runs out. Touching or supporting the structure at the end of the game will disqualify your team.

Source: Tom Wujec http://www.ted.com/talks/tom_wujec_build_a_tower.html

... And the Winning Team Is?





Tom Wujec's Comments - Ted Talks

Typically 50% of teams fail.

Worst? Recent business school graduates.

Best? Recent kindergarten graduates.

Also best? Architects and engineers.

C-Level's perform better than average. Admin adds.

High risk lowers success.



How did this game make you feel?

Unfamiliar team partners?

Feel free to share ideas?

Was there a leader?

How long to comfortable?

Unreasonable deadline?

Insufficient investment?

Planning time vs build time.

Paralysis by analysis?



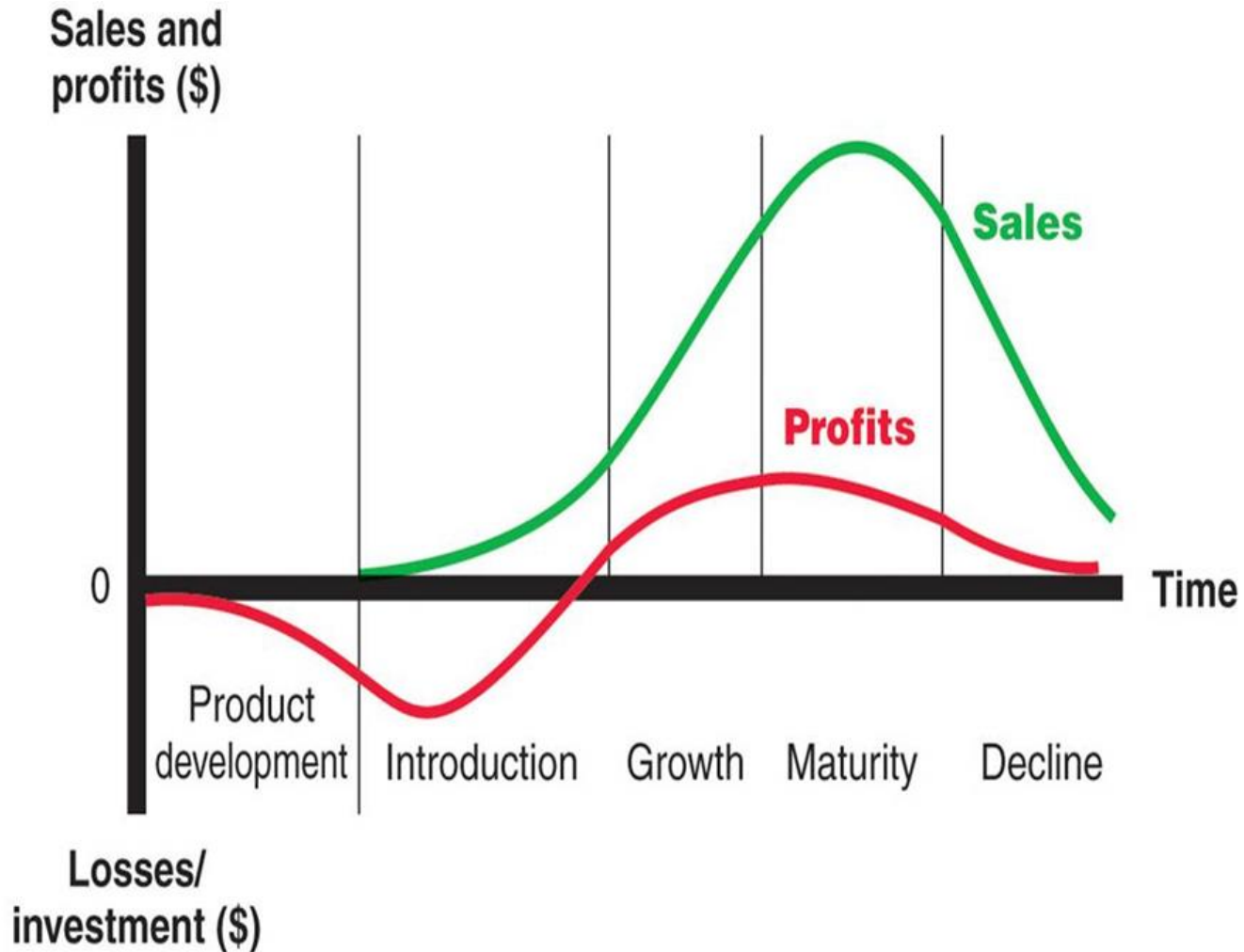
Why do companies innovate?

Innovation and continuous improvement promote sustainability and advantage.

- Culture:** (Change Management for Agility)
- Information:** (ERP: Integration & Optimization)
- Market:** (New Products and/or Processes)
- Cost:** (Supply Chain - Lean - Discipline)
- Quality:** (Six Sigma - TQM)

Strategic business investment - Top down.

Product or Service Life Cycle



Prototyping Process

Clear Goal & Metrics.

Promote Free Thinking.

Choose best option.

Test (try something).

Adjust (fail learning).

Repeat (iterative).



Good Prototyping Advantages

Improves communication.

Lowers development costs.

Accelerates development.

Lowers operational costs.



Satisfies Customers! 😊

Leverage Failure for Innovation

Fear of failure impedes team innovation.

**Provide a risk safety net.
Budget for failure!**

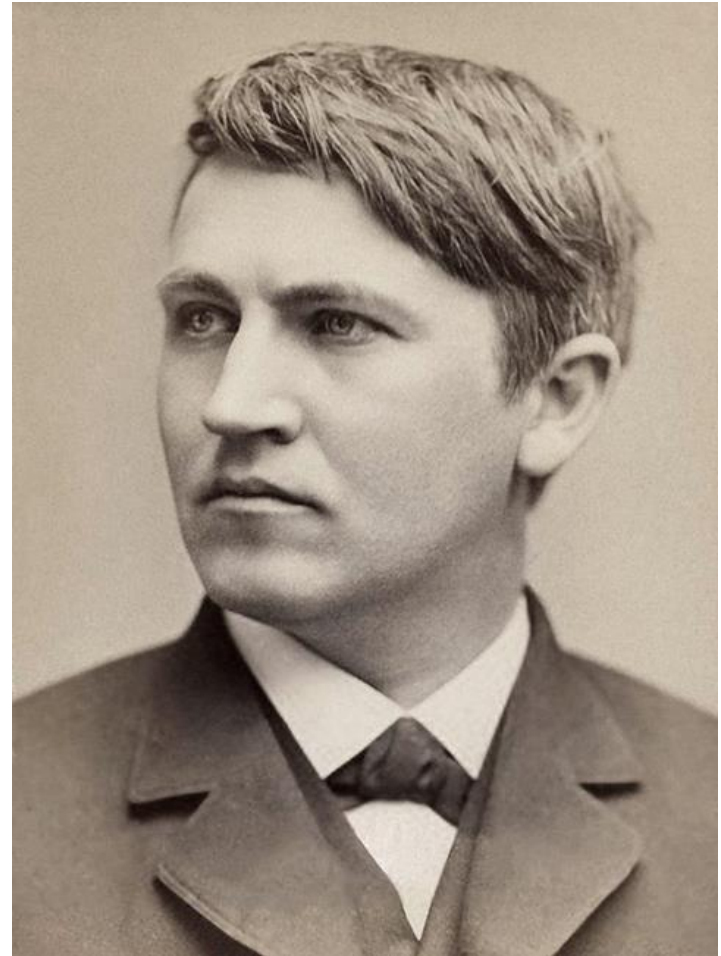
You want development failures.

**Failure is a great teacher.
Learning early is better.**



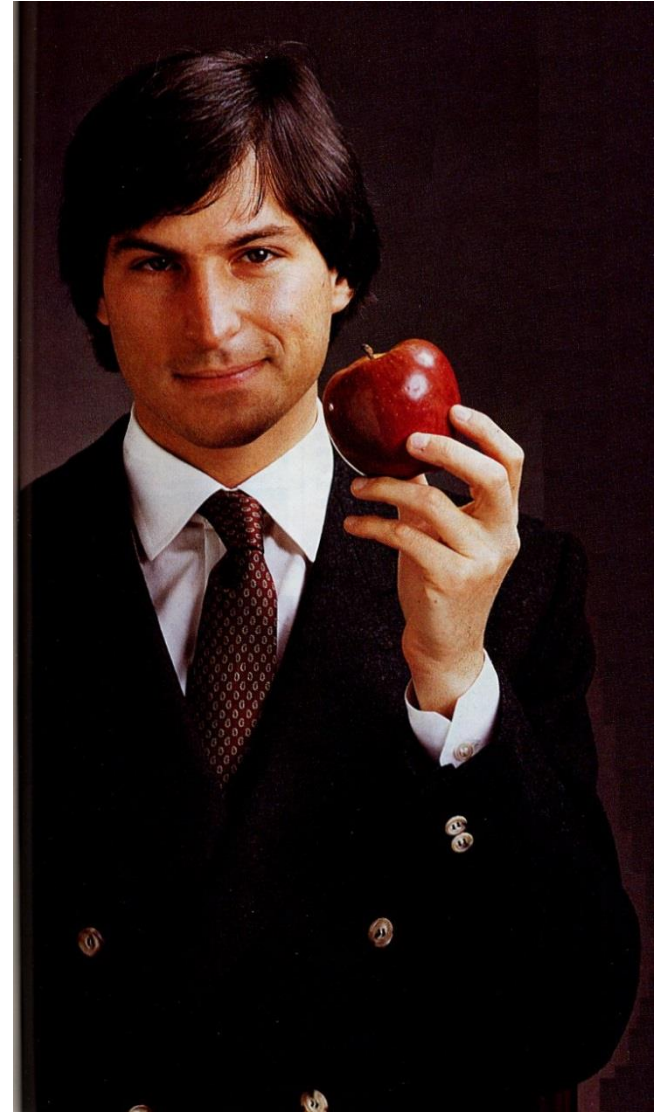
Thomas Edison

“I found 10,000 ways to make something that won’t work. I haven’t failed. I’m not discouraged, because every wrong attempt is another step forward.”



Steve Jobs

“Sometimes when you innovate, you make mistakes. It’s best to admit them quickly, and get on with improving your other innovations.”



Elon Musk

“Failure is an option here. If things are not failing, you are not innovating enough.”



Cultivating Effective Teams



We need effective work teams.

Strategic Business Planning.

ERP Solutions.

Continuous Improvement.

Lean Initiatives.

Six Sigma Projects.

Supply Chain Management.

**Operations and Corporate
Services Functions.**



Successful Teams Have:

Executive engagement.

Clear elevating objective.

Results-driven structure.

Standards of excellence.

Competent team.

Collaborative climate.



Engage personally and commit.

Be purposeful.

Be credible.

Process not people.

Be collaborative.

Communicate well.

Set the example.



Conclusion:

Leveraging Teams For Improvement

Why: Foster a culture rewarding change agility.

Trust: Free-thinking, safety-net, reduce risk.

ROI: Fund innovation as a strategic investment.

Brains: Prioritize ERP continuous improvement.

Heart: Effective teams drive effective business.

Innovation: Creativity with functional discipline.

Failure Learning: Prototype early & often.

Leveraging Teams For Improvement

Try Something!



Questions?

Thank you for your participation!

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Source: http://www.ted.com/talks/tom_wujec_build_a_tower.html