



October 2013

New! Lean Accounting Comes to Gemba Academy!

Gemba Academy is pleased to offer **a new series of videos on Lean Accounting** with Lean enterprise expert Jean Cunningham. View the video discussions with Jean and Gemba Academy's Kevin Meyer in the [School of Lean](#) (available to current subscribers now!). In addition, Gemba Academy will be releasing a new course on Lean Accounting in November in the Lean Management series. As a Gemba Academy subscriber, all new content will automatically be available to you at no extra cost!

Interested but want to see sample videos? Watch the [first video](#) with Jean in our School of Lean now! The first video in each course in the [School of Lean](#) and [School of Six Sigma](#) can be watched without signing up, or sign up for a [Free Preview subscription](#) to see even more.

Will you be at the [Lean Accounting Summit](#) in Orlando this week? Be sure to say hi to Gemba Academy's Kevin Meyer, who will be presenting on Thursday!

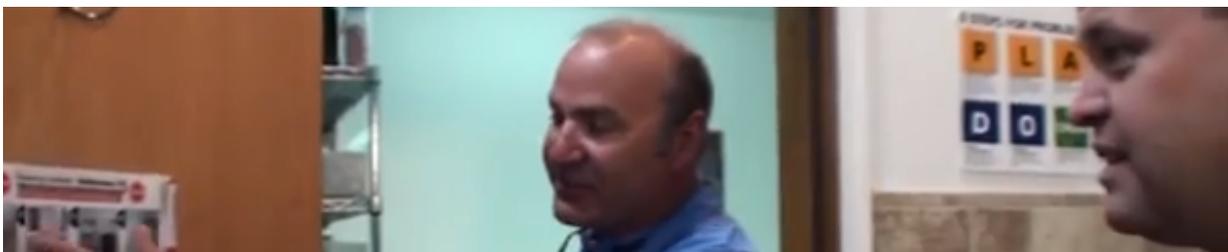
Order your individual [School of Lean](#) (300+ videos), [School of Six Sigma](#) (200+ videos) or Combo (500+ videos) subscription today!



More Gemba Live! Episodes? Why, Yes!

Stay tuned over the next several weeks for new Gemba Live! episodes, profiling the continuous improvement journeys of several diverse organizations, including **an auto seating manufacturer, a logistics company, and even a high school!**

If you haven't yet seen Gemba Live!, this series offers an insider's view of continuous improvement in action and can be found in the [School of Lean](#). Check out our [current featured video](#), featuring Specialty Silicone Fabricators, a silicone components manufacturer for the medical industry, to learn about **morning meetings**.



Did You Know?

Did you know that one of Gemba Academy's favorite lean thinkers and leaders, **Paul Akers of FastCap**, was just profiled in Forbes? Check out this [interview with Paul](#) and see Paul in action on location at FastCap in Gemba Academy's [School of Lean](#). Also, learn how Paul and his company apply lean to cleaning the company bathroom in our very popular "[The Lean Bathroom](#)" video.

Gemba Academy School of Lean subscribers will automatically receive content updates to the School of Lean. If you are not yet a subscriber, please let us know how we can help you or your enterprise! Please contact us at academy@gembaacademy.com with any questions.



Enterprise Learning Strategies - How Do We Use Gemba Academy?

What would you guess is the most common question we get from prospects and new customers? It is phrased in many ways but usually voiced as "How do most companies use Gemba Academy?" or "What is the recommended way to use your content?"

As you might imagine, this question has many possible answers as each organization's unique continuous improvement goals, needs, and current knowledge base vary greatly. Though there are many possible solutions, we wanted to boil this down to a few key actionable strategies and share some of our best customers' best practices with you:

Online Deployment: one of our largest customers, an auto parts manufacturer, leverages their company intranet's Continuous Improvement page to easily link Gemba Academy training for their employees. They utilize a co-branded page from Gemba Academy that serves as a single access portal for all of their employees worldwide.

By making training easily available online and creating a dedicated place to find content, this company has been able to get their employees speaking a consistent language of lean and are now working to build a Six Sigma program. Other companies also build courses in their Learning Management System (LMS), which allows them to serve up content in context with other tools they may have developed internally. Gemba Academy is LMS-agnostic and can work with any system, enabling companies to pair Gemba Academy content with the training and tracking tools they've invested in and have already implemented.

On-site Training: many companies combine online pre-work with on-site training and reinforcement through activity-based learning. A large facilities management company takes ownership of their CI training by hosting regular meetings to watch key Gemba Academy videos in conjunction with key internal training initiatives. By planning a training schedule, they are able to maximize independent study time as well as group training sessions. Armed with laptops and break out space, some companies also break their team into groups to review videos and then reconvene as a group for an activity.

Hybrid, or Flipped, Learning: Organizations ranging from those in government to healthcare to manufacturing, net very effective results with a hybrid or "flipped" learning model. Using this approach, trainees are responsible for reviewing content on their own prior to pre-scheduled weekly, monthly, or quarterly team meetings. Not unlike a traditional course, a "syllabus" of topics to be covered is provided to each trainee for self-study prior to the team meeting. During the team meeting, a portion of time is dedicated to discussing Gemba Academy videos and their impact on daily work, as well as ideas to test, apply, and

implement what they've learned.

Many groups use Gemba Academy's Excel templates for specific post-meeting applications, such as red tagging or Kaizen events. Also, the flipped model is used to actively check for knowledge retention and ensure that the learning sticks. Many companies print out Gemba Academy's PDF quizzes, take the quiz as a group, and use this as a learning opportunity to discuss and dispel misconceptions. This topic-focused discussion helps to reinforce understanding as well as identify immediate real-world application of Lean and Six Sigma concepts and tools.

What are other simple best practices anyone can employ? Here are a few ways our customers have leveraged their Gemba Academy training:

- **Schedule.** Develop a training schedule early on that is shared with the team
- **Set Goals.** Identify short and long-term continuous improvement goals and share these with your team(s).
- **Share.** Share "small wins" and involve the company in CI efforts. Introduce the concept of gemba walks to the company and invite management and other personnel to join in and learn more.
- **Show off.** Create a "Kaizen Hall of Fame" to proudly display ongoing improvements to employees and visitors alike
- **Signage.** Post reminders about your company's continuous improvement philosophy. Hang posters to remind people what "PDCA" means. Create wallet sized cards with your company's 10 commandments of continuous improvement.
- **Simplify.** Make Gemba Academy easily accessible and provide log-in credentials to team members regularly. If you're meeting on site, provide a binder with all of the video overviews printed out for each trainee's reference. And, include your company's philosophies, quotes, new processes, etc., as part of the binder.
- **Support.** Be available to answer questions and discuss ideas with employees learning about continuous improvement.

Ultimately, learning is subjective and each learner learns differently from the next. By offering up a variety of ways to access, apply, discuss, and review Gemba Academy content, you are one step closer to the goal of teaching people new skills to continuously improve – every day!

Gemba Academy School of Lean subscribers will automatically receive content updates to the School of Lean. If you are not yet a subscriber, please let us know how we can help you or your enterprise! Please contact us at academy@gembaacademy.com or **1-888-439-8880** with any questions. Learn more today:

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"This is the greatest learning aide I have come across in my 25 years of practicing statistical improvement! I have been through three different Six Sigma curriculums and personally trained/mentored several green & black belt practitioners. This is the easiest to understand and deploy format I have found. I WILL recommend this to anyone who will listen. Thank you very, very much for sharing your knowledge in this program."

- Rick Felkner, Quality Manager, Jarden Plastics

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