



**In This Issue**

- 1 Upcoming Events | Event Calendar
- 2 Upcoming Events
- 4 Dr. Sherrie Ford Manufacturing As A Career Path Scholarship Recipients
- 5 Recognizing Partners | MRCPA and MANTEC Upcoming Events
- 6 Engaging Enterprise-wide Leadership Buy-in for Lean
- 7 Webinar Series | AME Dallas Call For Submissions
- 8 Mid Atlantic Region Board of Directors
- 9 National Programs
- 10 MRCPA Event: Gemba Walk at MISCO Products

## DON'T MISS THESE EVENTS

### COMMUNICATION SKILLS TRAINING: PEOPLE CENTRIC LEADERSHIP FUNDAMENTALS

March 8-10 | Newark, DE

More info on [page 2](#) or at

<http://www.ame.org/event/communication-skills-training-people-centric-leadership-fundamentals-1>

***You must register for Communication Skills Training by February 8.  
Register Now!***

### EMPLOYEES FIRST BUSINESS PHILOSOPHY

March 20 | Pittsburgh, PA

More info on [page 3](#) or at <http://www.ame.org/event/employees-first-business-philosophy>

***Register Now!***

### Upcoming Events

Events	Dates	Location	
Communication Skills	March 8-10	Newark, DE	Page 2
Employees First	March 30	Pittsburgh, PA	Page 3
Lean Accounting	June 10	Elmira, NY	



To sign up for AME events, contact AME at 224-232-5980. To host an AME event in your area contact a Mid Atlantic Region Director.

## UPCOMING EVENTS

### COMMUNICATION SKILLS TRAINING: PEOPLE CENTRIC LEADERSHIP FUNDAMENTALS

March 8-10 | Newark, DE

#### EVENT DESCRIPTION

AME is offering a three-day leadership course on the basics of people-centric leadership. This course was developed and perfected by the Barry Wehmiller Company to provide their leaders/associates with the basic skills needed to lead in a people-centric culture. The Barry-Wehmiller Company has a long tradition in people-centric leadership. They prefer to measure their success in the way they touch people's lives.

The workshop consists of seven interlaced modules. Attendees will complete an extended DISC personal assessment prior to the start of the workshop. This will help them learn about core behavioral tendencies in themselves and others. Participants can then better appreciate the diverse contributions that team members bring to the table and enhance the relationships that are central to life at work. The other modules include, Communication Cycle, Non-verbal Communication, Reflective Listening, Effective Confrontation and One-to Others. The final module is 'Transition' where participants will connect the key ideas of the course to their personal practice, discuss expectations regarding resetting their relational default modes and anticipate the post-class re-entry process.

The cost of this workshop is \$1,900. **Space is limited as there is a maximum of 21 for the workshop. People must register one month prior to the workshop in order to complete the required DISC assessment.** There will also be an evening group activity on the first evening of the event.

#### WHY ATTEND?

- Improve relationships and effectively interact with individuals and teams
- Inspire and help others grow
- Lead teams and individuals through the change process to support improvement initiatives
- Meaningfully recognize others for their contributions
- Effectively confront others to produce constructive change
- This will result in:
  - Improved relationships with others
  - Significantly more effective improvement events
  - Meaningful and enriching gemba walks
  - An engaging, inspiring, more productive work environment

#### WHO SHOULD ATTEND?

- Passionate and willing leaders who understand the importance of 'respect for people' to the long term success of any organization
- Any team member of an organization

#### MORE INFO & REGISTER HERE:

<http://www.ame.org/event/communication-skills-training-people-centric-leadership-fundamentals-1>

Sign Up Now!

[www.ame.org/ame-events](http://www.ame.org/ame-events)

## UPCOMING EVENTS

### EMPLOYEES FIRST BUSINESS PHILOSOPHY

March 20 | Pittsburgh, PA



#### EVENT DESCRIPTION

The leadership team at Industrial Scientific Corporation believes that good financial performance is the result of doing the right things for employees first, customers second and shareholders third. Visit the company's new 200,000 sq. ft. global headquarters in Pittsburgh, PA to learn how this "Employee's First" business philosophy is applied across the organization. The headquarters facility supports over 400 employees in the areas of manufacturing, service, product development and administration, all of whom have dedicated their careers to ending death on the job in this century. Tour the facility and hear directly from executive, human resources and manufacturing leaders to learn how the employee first approach drives improvements in business performance at Industrial Scientific Corporation.

#### HOST COMPANY

As the global leader in gas detection, **Industrial Scientific** provides gas detection products and services that keep workers safe in hazardous environments. The company's more than 700 employees in 25 countries are committed to preserving human life, and have dedicated their careers to ending death on the job in this century.

#### WHY ATTEND?

- Learn how Industrial Scientific Corporation deploys an Employee First Business philosophy to achieve financial objectives as well its mission of ending death on the job
- Benchmark leadership development programs
- Learn unique approaches to career development that provide employees with the opportunity to succeed in their business careers beyond their expectations
- Learn how an investment in employee work environment, benefits and engagement has supported major improvements in operational performance

#### WHO SHOULD ATTEND?

- Business owners looking for purpose in their business beyond financial gain
- Operations leaders overwhelmed by their daily workload
- Leaders driven to unleash the full potential of their employees
- Operations and human resource leaders interested in benchmarking and sharing best practices in employee skill and leadership development

**MORE INFO & REGISTER HERE:** <http://www.ame.org/event/employees-first-business-philosophy>

**Sign Up Now!**

[www.ame.org/ame-events](http://www.ame.org/ame-events)

Dr. Sherrie Ford  
MANUFACTURING AS A CAREER PATH  
**SCHOLARSHIP**

Sponsored by



The Dr. Sherrie Ford Manufacturing as a Career Path 2015-2016 Scholarship supports and promotes manufacturing as a career path by providing scholarship opportunities for manufacturing career-minded individuals. Dr. Sherrie Ford was a prominent consultant in the field of change and lean manufacturing, and head of one of the largest women-owned businesses in the United States. She dedicated her life to changing the lives of workers in plants throughout the country and practiced what she preached on the floor of her own manufacturing facility.

For more information: <http://www.ame.org/scholarship-program>

### ***2016 Winter Term Mid Atlantic Region Recipients***

**Matthew Freitas** is working towards a degree in manufacturing engineering at Rochester Institute of Technology. His interest in manufacturing engineering came as he advanced his studies in precision machining. He is looking forward to a career that will continually challenge him.

**School; Rochester Institute of Technology, Rochester, NY**

**Brittney Hunt** is pursuing a degree in chemistry, with a minor in economics, at Allegheny College. She has worked as a quality engineering intern at BASF Corporation and has plans to work at Covestro as a commercial/technical intern this summer.

**School: Allegheny College, Meadville, PA**

**Christopher Kuehl** is pursuing an associate degree in advanced manufacturing engineering technology at Johnson College of Technology. Working in manufacturing as a machine operator the past few years rekindled his affinity for technology, thus pushing him to pursue a degree. He is interested in sustainable energy and defense and aerospace, and hopes to make great contributions to the field.

**School: Johnson College of Technology, Scranton, PA**

## **Join us on the new AME Mid-Atlantic LinkedIn group**

- We are pleased to announce the creation of a group specifically for members and non members in the region to 'share-learn-grow'. We encourage you to reach out to others via this group to pose questions, share best practices, and network. Participation is key to a vibrant group. Hope to hear from you soon!! Go here to join: <https://www.linkedin.com/grp/home?gid=8352655>

## RECOGNIZING PARTNERS IN THE REGION

The Mid-Atlantic region has been reaching out to various organizations in the region to leverage opportunities to better fulfill its mission of “Share-Learn-Grow”. We would like to express our appreciation to the following organizations who have agreed to publish AME regional events on their websites and/or in their various e-mailings to their network members. The success of any regional event relies not just with the host company, but with a strong showing of attendees who are willing to share their experiences and to continue the networking beyond an event.

So thanks to: Alliance for Manufacturing & Technology (Binghamton NY) – [www.amt-mep.org](http://www.amt-mep.org)  
Maryland World Class Consortia – [www.mwcmc.org](http://www.mwcmc.org)  
IMC (Williamsport PA) – [www.imcpa.com](http://www.imcpa.com)  
Delaware Valley Industrial Resource Center (DVIRC) – [www.dvirc.org](http://www.dvirc.org)  
Manufacturers Resource Center (Lehigh Valley PA) – [www.mrcpa.org](http://www.mrcpa.org)  
Delaware MEP – [www.demep.org](http://www.demep.org)  
MANTEC (S. Central PA) – [www.mantec.org](http://www.mantec.org)  
NE PA Industrial Resource Center (NEPIRC) – [www.nepirc.com](http://www.nepirc.com)  
Greater Reading Chamber (Reading, PA) – [www.greaterreadingchamber.org](http://www.greaterreadingchamber.org)  
Maryland MEP – [www.mdmeep.org](http://www.mdmeep.org)

It is our great hope that we will be recognizing many more organizations in the future.



### BUSINESS GROWTH CONFERENCE – March 17

LEARN MORE & REGISTER AT <http://www.cvent.com/events/business-growth-conference-2016/event-summary-4ef14afb86fe437fa01390bcee0bc9f0.aspx>

### MANUFACTURING RESOURCE CENTER EVENT



GEMBA WALK AT MISCO PRODUCTS – February 23-24

LEARN MORE & REGISTER AT <http://www.mrcpa.org/events/gemba-walk/>

PRINCIPLES OF A3 PROBLEM SOLVING - March 15

LEARN MORE & REGISTER AT <http://www.mrcpa.org/events/problem-solving-overview-2/>

## Engaging Enterprise-wide Leadership Buy-in for Lean

Commitment gaps among leadership and others in your organization can present gnarly challenges for some continuous improvement (CI) folks. Here are suggestions from two change agents for overcoming such hurdles.

We've been fortunate that our C-level folks have bought into lean for a long time; they pushed us to look at it as a strategy," said Bob Dempsey, senior engineer-product engineering, metal enclosed gear at S&C Electric Company in Chicago. "There's been some challenges engaging lean in all areas, mainly due to the amount of change needed and because there's already a heavy demand on many of these areas." A degree of risk in adopting new practices, plus better results in some areas than in others, also mark the company's lean journey (now in its fifth year). Implementing "easy" lean tools such as 5S may not always yield projected KPI results, for example. Dempsey counseled that strategies for building enterprise-wide lean support could include:

- Develop a lean leaders program. At S&C Electric, managers and directors are required to participate, learning lean tools/techniques and building problem-solving capabilities. "Before, we didn't have a standard method for problem solving," Dempsey said. "In this multi-session course, participants take on problems, then report back to the class on their results. Then they apply what they've learned in other areas."
- Approach lean improvement activities as experiments. "Learn from it and try again, if a project does not succeed," Dempsey said. "It's great to work with floor people. We tell them, 'We want to help you make your jobs better,'" he added.
- Nurture buy-in as you lead by example, and extend lean learning to people at all levels. About 1000 employees (half the workforce) for example, participated in basic problem-solving training sessions that are open to everyone. A key element in the program: accurate problem definition – pinpointing the gap between what is happening and what should be happening.

"You can have all the training in the world, but without buy-in, it won't get you far," Dempsey said. "We are continuing to work on sustained engagement – true culture change."

### Shared Understanding about Strategic Benefit

Involving senior executives in a CI project team in their functional area, providing first-hand experience with related benefit, is a great way to gain their buy-in for lean change, according to John Hill, continuous improvement leader at United Conveyor Corporation in Waukegan, IL. "They come away with a new perspective, and they understand how CI provides strategic benefit to the company," he said.

Consistent communications supporting CI help to support its initial success and continuing development. "One area can be advanced, using lean tools," said Hill. "To spread it across the organization, you need senior-level involvement and effective communications about initial, quick-hit progress."

United Conveyor's CI focus is mostly on office processes. Resulting changes such as decreased material handling enabled progress in lead-time reduction, netting benefits for the company *and* its customers. "We're not just looking for cost reduction," Hill said. "This is meant more for capacity – making room for more product to run through. "We think of ourselves as a learning department," Hill continued. "We're always looking for incremental improvements, doing your homework and then showing the value of these changes."

*Lea Tonkin, a contributing writer for AME regional newsletters, is the president of Lea Tonkin Communications.*

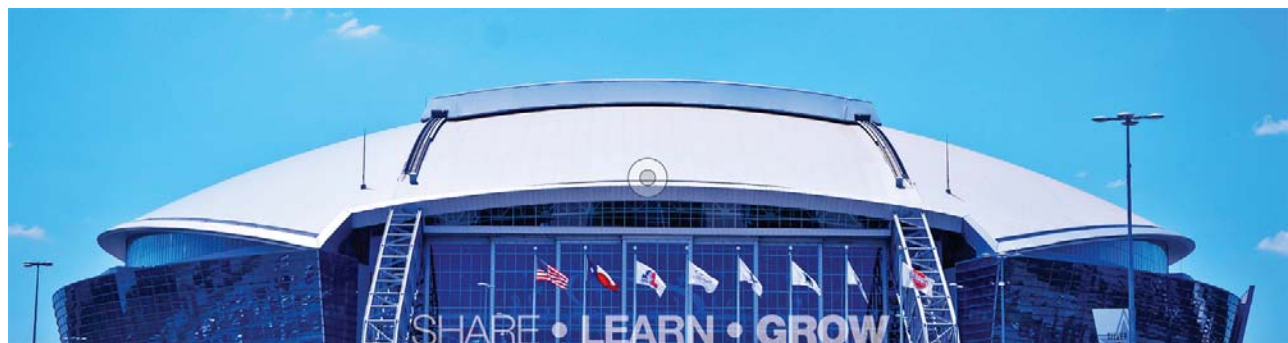
## AME WEBINAR SERIES

## WEBINARS

Each month world recognized speakers make one-hour presentations representing a wide variety of topics. Authors, AME Excellence Award recipients, Shingo Prize recipients, and thought leaders in their respective areas form the lineup of presenters. Webinars are very modestly priced at \$25 for members, \$50 for non-members, and free for corporate members. The webinar series is just one way AME is enhancing the value it delivers to its members while fulfilling its mission of “Share-Learn-Grow.” So, gather together some colleagues at your organization and register for a webinar today! The lineup includes:

- Building the Fit Organization: February 18
- So You’ve Done Lean But Quality is Still an Issue: March 10
- Lean Management, Lean Leadership and Leader Standard Work: April 8

Go to <http://www.ame.org/webinars> for more details and to register for these and other upcoming webinars.

PURPOSE DRIVEN  
EXCELLENCE

★ 9 KEYNOTES ★ 54 PRESENTATIONS ★ 40 TOURS ★ 12 SI SESSIONS ★ 40 WORKSHOPS

## CALL FOR SUBMISSIONS

REGISTRATION OPENS OCTOBER 19-23 during Cincinnati 2015 Conference

Location: Dallas, Texas / Sheraton Dallas Hotel and Conference Center / 400 North Olive Street, Dallas, TX 75201



## AME Mid Atlantic Region Board of Directors

### PENNSYLVANIA

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### AME MISSION

Inspire a  
commitment to  
Enterprise  
Excellence through  
Experiential  
Learning by  
bringing people  
together to Share,  
Learn and GROW.

### VISION

A Manufacturing  
Renaissance  
driven by People-  
Centric  
Leadership  
coupled with  
Enterprise  
Excellence.

### CORE VALUES

- Volunteerism
- Practitioner Focused
- Integrity & Trust
- Passion for Excellence
- Engaging & Welcoming

Share • Learn • Grow<sup>SM</sup>



## NATIONAL PROGRAMS

Share • Learn • Grow<sup>SM</sup>

### Adopt a School

The AME Adopt a School Program connects manufacturers with schools in their local communities to give students an opportunity to experience practical, hands-on learning and to help manufacturers give back to the community while helping the next generation of manufacturers.

More info: <http://www.ame.org/adopt-school>.

### Five Benefits of Hosting a Regional Event

- 1 - As a host you can select the subject. Identify a “gap” in existing knowledge or experience within your organization. AME will bring in a facilitator to teach the Host participants as well as the other attendees.
- 2 - Hosting an application based event (e.g. a kaizen event) will provide the host company with tangible improvements in the selected area. Attendees from other companies will be valuable resources during the event to implement real change. AME will bring in a facilitator if required.
- 3 - Build your network of fellow Continuous Improvement and Operational Excellence professionals that will provide continued benefits long after the event.
- 4 - Receive suggestions for improvement from attendees after a tour of the host facility.
- 5 - Use the event as a “rallying point” for the organization to progress to the next level in your quest for Operational Excellence, or to reinvigorate a stalled effort.

Value Stream Mapping, Lean Office, Pull Systems, Toyota Kata, TPM, TWI, Daily Visual Management – whatever the subject area - AME can help you close an existing knowledge gap. Contact Mid Atlantic Regional President Drew Locher (Mobile: 609-876-7936, email: [drewlocher@comcast.net](mailto:drewlocher@comcast.net)) to discuss the possibility of holding An event at your facility.

### ANNOUNCING ADDITIONAL VALUE FROM ATTENDING REGIONAL EVENTS!

If you are currently pursuing Lean Bronze Certification, or you are considering doing so, attendance at AME’s regional events counts towards the ASQ/AME/Shingo Institute/SME Lean Bronze Certification. That’s right, 1 hour credit per hour tour and presentation. For the ‘classroom’ portion of events, it’s 1 hour credit per hour in the classroom. Attendance at an AME webinar also counts – 1 hour credit for each webinar attended.

AME’s [Manufacturing Job Board](#) showcases job openings in manufacturing and highlights talented candidates who are exclusively interested in manufacturing/technology. The AME Manufacturing Job Board has benefits for job seekers and employers alike.

\*The AME Manufacturing Job Board is FREE for Job Seekers\*



As a Corporate member all of your employees may attend AME events, including conferences and workshops at AME member rates. Five key contacts within your organization will become full AME members.



## Gemba Walk

February 23-24, 2016 | 8:30 am – 4:30 pm

At

MISCO Products Corporation

1048 Stinson Drive | Reading, PA 19605

[www.miscoproducts.com](http://www.miscoproducts.com)



Go See.  
Ask Why?  
Show Respect.

### How are Assumptions Framing the Way You Do Business?

To get to the Root Cause You Must Go to the Gemba to determine the actual cause and effect relationship of what is happening, engaging and involving those affected by the issue in the process. Conducting your investigation from behind a desk or in a conference room will often

lead to fighting over symptoms not root causes. So let's stop analyzing numerous bits of data on our computer screens. Let's put on hold heated discussions about the best way to solve a problem that we've been having in a conference room for hours. Instead, let's go to the Gemba and **SEE** what is going on there.

**This workshop is designed to help you learn by doing.** Not only will we discuss the skills, behaviors and processes that are essential for creating the lean management system. We will actually take a walk at the Gemba in order to see how the work is performed and practice management behaviors that support continuous improvement through relentless problem solving.

#### Who should attend:

Managers and executives who are responsible for value-creating or support processes in their organizations. Continuous improvement professionals who work with leaders and managers helping them move from conventional to lean management

Presented by [Ernie & Tracey Richardson](#), Owners, Teaching Lean Inc.

Cost: \$990/person or \$890/person for 3 or more persons

For registration, details, and program outline - go to: [www.mrcpa.org/events](http://www.mrcpa.org/events)

**REGISTER NOW**

