

Lean Six Sigma Candidate Selection



Successful Candidates





Candidate Factors for Project Success

Drive

- **Willing to APPLY what was covered in class**
- Drive the solution
- Candidate able to stay schedule focused and keep project on time
- Candidate resolves barriers or gets help **resolving barriers quickly**
- Does not let 'artificial' organizational boundaries get in the way

Mindset

- Open and flexible mindset
- For both class and project work want to stay focused on the process and **not on blaming people!**
"Blame the process not the people"

Communication

- **High team involvement, collaborative**
- Able to communicate progress frequently
- Able to lead a group effort (flip charts & post-its)
- Mentoring time taken seriously

Readiness

- Open to constructive criticism
- Able to ask the fundamental or **tough questions**
- Candidate prepared for class and completes tools per schedule
- Basic MS Office Computer Skills
- Basic statistics knowledge



Deployment Infrastructure

Typical Roles for Deployment





Belt Expectations and Involvement

Role	Commitment	Objectives/Activities
Black Belt	<ul style="list-style-type: none">• Full-time• 5-week training• Lead multiple projects• 18-24 months until redeployed	<ul style="list-style-type: none">• Learn how to build and lead cross-functional teams• Learn/Apply the DMAIC problem solving - solve high priority opportunities• Learn and practice using Lean Six Sigma toolset to deliver 6 to 8 projects over 18-24 months• Re-deploy into the business with an enhanced set of leadership and technical skills
Green Belt	<ul style="list-style-type: none">• Part-time• 2-week training• Lead smaller projects• On-going	<ul style="list-style-type: none">• Learn how to build and lead cross-functional teams• Learn the DMAIC problem solving and process improvement approach• Learn how to utilize core tools in the Lean Six Sigma toolset
Yellow Belt	<ul style="list-style-type: none">• Part-time• 1-week training• On-going	<ul style="list-style-type: none">• Learn how to utilize the most basic Lean Six Sigma tools• “Power team member” on small/large projects
White Belt	<ul style="list-style-type: none">• Part-time• 1-day training• On-going	<ul style="list-style-type: none">• Engage the organization (hands-on simulation)• Develop basic awareness of DMAIC methodology and Lean Six Sigma tools and rationale



How Industry Leaders View Lean Six Sigma

Lean Six Sigma is...

- A management philosophy
- A leadership development approach
- A people development approach
- A way to unleash human capacity
- A way to build high-impact teams

Organizational

- A means of transforming a culture
- A way to focus on customers
- A means of enabling innovation
- About speed, simplification and consistency

Cultural

- About adding new skills and new tools
- About disciplined measures
- About gaining efficiency (SG&A leverage) and effectiveness (profitable growth)

Technical



Financial:

- Companies embracing Lean Six Sigma report payback (inclusive of all costs) within 12 months
 - Ultimate ROI in range of 25-50x over 2-4 years

Cultural:

- Deliberate and proven-approach to work
- Returns dependent on:
 - Selecting and engaging the right people
 - Executing the right projects
 - Fully engaging company leadership



Steven Bonacorsi is a Senior Master Black Belt instructor and coach. He has trained hundreds of Master Black Belts, Black Belts, Green Belts, and Project Sponsors and Executive Leaders in Lean Six Sigma DMAIC and Design for Lean Six Sigma process improvement methodologies. Steven is a board member for the Boston Chapter of the Industry of Industrial Engineers.

Full Bio: <http://www.linkedin.com/in/stevenbonacorsi>

Lean Six Sigma White Belt Certification:

- Add Lean Six Sigma White Belt (Basic Awareness) Training and Certification to your Resume or Job Skills.
- Learn topics from one of the original Master Black Belts and world experts on Value Stream Mapping, 5s, Process Capability, Deployment Planning, Roles and Responsibilities, FMEA Risk Analysis, Control Plans and more.
- Certificates will be signed for all who complete the 2 hour training session.



Learn More about The AIT Group

<http://www.theaitgroup.com>

Lean Six Sigma



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TO CREATE YOUR FUTURE



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SERVICES

BUSINESS IMPROVEMENT APPROACH

Working hand-in-hand with our clients, we accelerate business benefits through the tailored integration of knowledge transfer and professional support delivery methods to achieve breakthrough financial and cultural business impact.



COMPETITIVE
STRATEGY
& INNOVATION

The **AIT Group** aligns delivery methods with the goals of our clients:

Knowledge Transfer

If your organization is looking to create a sustainable problem solving culture which drives significant business improvement, our delivery approach is aimed at developing internal skill sets and supporting infrastructure.

Professional Support Services

If your organization has critical complex business issues that need rapid and sustainable resolution, our delivery approach leverages highly skilled **AIT Group** professionals who bring industry best practices to quickly and permanently achieve results.

Both business improvement methods have been very successfully integrated to achieve maximum business benefits. No matter what your business needs -- from Strategy Development, to Value Chain Transformation to Lean Six Sigma Execution -- the **AIT Group's** business improvement approach ensures results.



VALUE &
OPPORTUNITY
IDENTIFICATION



VALUE CHAIN
TRANSFORMATION



LEAN SIX SIGMA
& DFSS DEPLOYMENT



DELIVERY
APPROACH

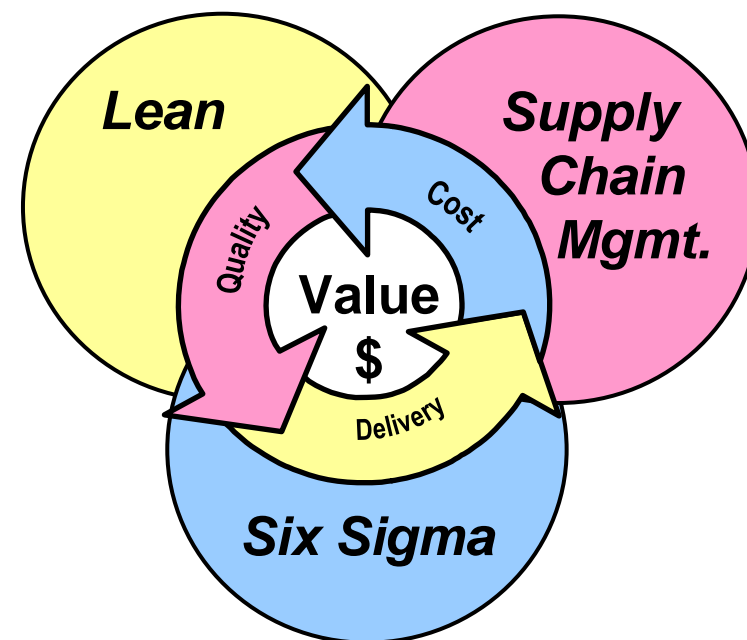
KNOWLEDGE TRANSFER

PROFESSIONAL SUPPORT SERVICES



- AIT is a premier provider of Lean, Six Sigma and Supply Chain solutions.
- Solutions are customized to the customer – not one size fits all.
- The company was started in 1998 by three individuals that recognized extremely early in the industry how well Lean, Six Sigma and Supply Chain disciplines integrate.
- Our goal is the complete transfer of knowledge via client specific solutions – not training.
- Your instructors from AIT are Certified Master Black Belts and Lean Experts.
- We have worked with many different clients and some of the largest companies in the world.
- We have Offices in the US, Europe, Mexico and China.

The AIT Group is an international consulting firm that has been specifically designed to help companies increase profitability by improving overall business performance and customer satisfaction through the integrated application of:



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The AIT Group excels in implementation ... not recommendation!