

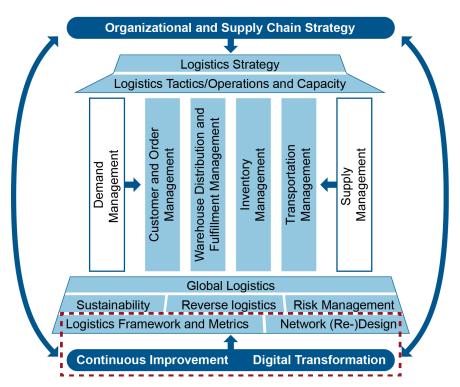
#### MODULE 9: LOGISTICS FRAMEWORK, METRICS, NETWORK DESIGN, TRANSFORMATION, AND IMPROVEMENT





Module 9: Logistics Framework, Metrics, Design, Transformation, Improvement

#### Module 9 Overview







#### MODULE 9, SECTION A: DESIGN THE LOGISTICS FRAMEWORK



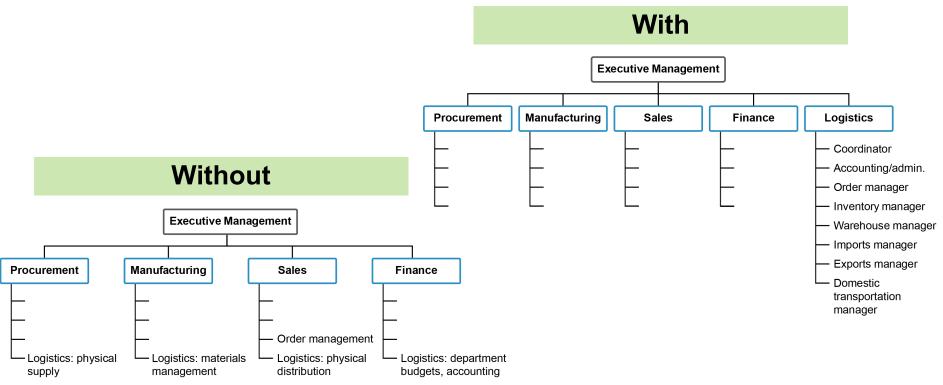


#### Transformation of Structures, People, and Processes

- 1. Create the rationale and urgency for supply chain transformation.
  - Get executive support, form planning team, define problems
- 2. Prepare for supply chain transformation.
  - Scan the market, specify business drivers, optimize systems
- 3. Execute the supply chain transformation.
  - Synchronize systems, processes, people, external partners
- 4. Review the supply chain transformation.

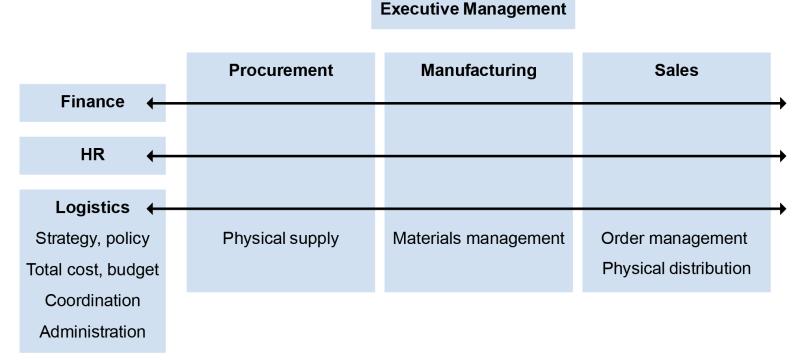


#### Functional Structure without and with Logistics Area





#### Matrix Structure with Logistics as Cross-Functional Area





### From Transactional to Linked Relationships

Transactional

Linked



## **Operating Arrangements: Models**

- Warehouse specialization area
- Get all right subassemblies to point of use efficiently

#### Direct

 Focus on having fewest warehouses.

#### Combined

 Focus on postponing movement as long as possible.

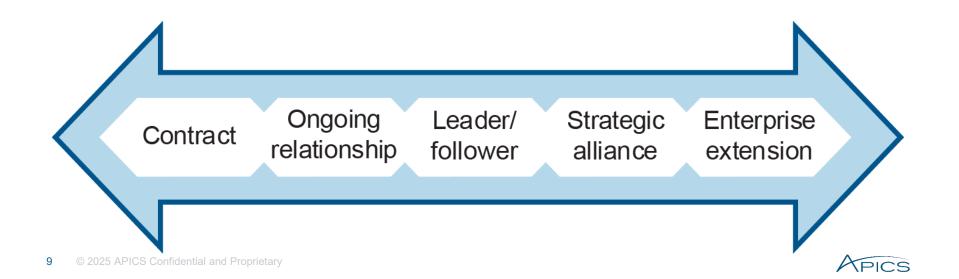
#### Flexible

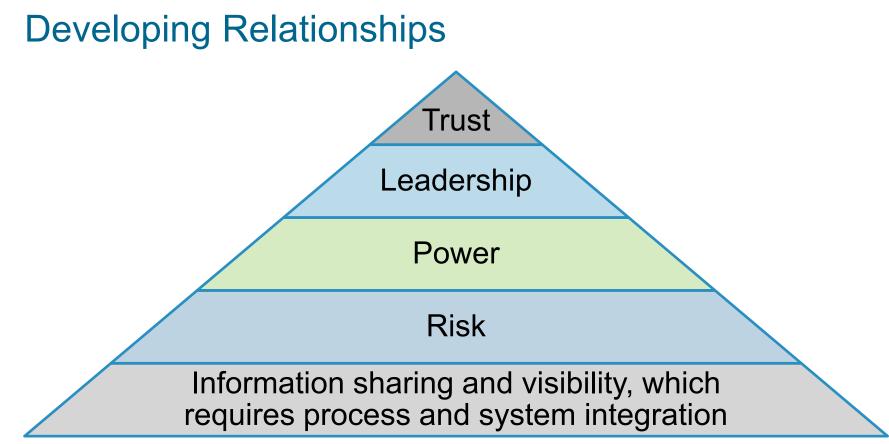
- Customer service level: fulfill from further as needed.
- Cross-docking



#### **Relationships Types Fall on a Spectrum**

# From arm's length... to collaboration or integration.







#### Initiating, Maintaining, and Terminating Relationships

- New and deepening relationships are at critical points.
- Invest time in analysis and project planning.
  - Less risk of failure
  - More benefits
- Maintain exit plan. Reasons for termination:
  - Unprofitable cost pressure
  - Failure to remedy service issues
  - Difference of opinions
  - Become competitors

# **Types of Collaboration**

#### **Horizontal collaboration**

- Relationships between competitors or organizations doing parts of a process in parallel or sequence
- Shared logistics services through LSPs

# **Vertical collaboration**

- Quick response (QR)
- Efficient consumer response (ECR)
- Collaborative planning, forecasting, and replenishment (CPFR<sup>®</sup>)
- Vendor-managed inventory (VMI)
- Demand-driven methodology (DDM)





#### MODULE 9, SECTION B: COORDINATE STRATEGIC PERFORMANCE MANAGEMENT

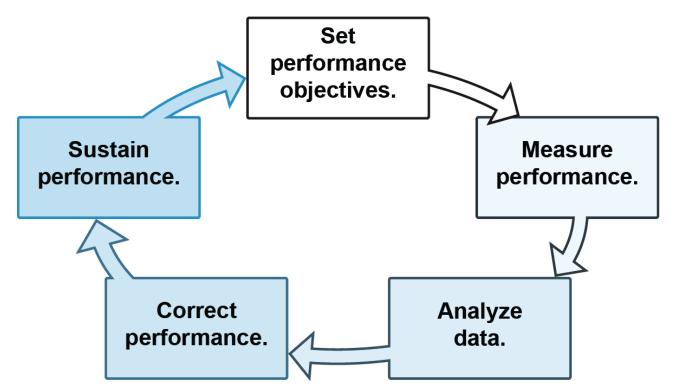




# **Uses of Performance Management**



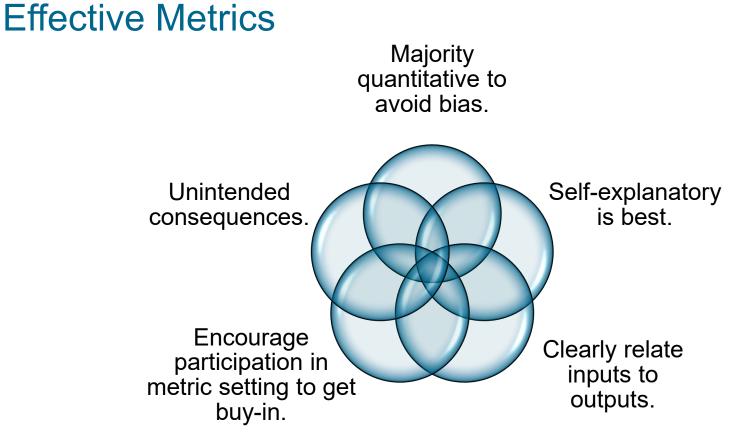
#### **Performance Management Process**



# Other Ways to View Performance Objectives

Critical success factors	Value drivers	KPIs
<ul> <li>Results, actions, and processes that drive perceived value</li> <li>Focus is on customer</li> </ul>	<ul> <li>Vital few metrics</li> <li>Link to organizational strategic goals</li> <li>Functional areas jointly determine</li> <li>Answer question: Am I focusing on my customer's needs?</li> </ul>	<ul> <li>Measure attainment</li> </ul>





# **Setting Performance Targets**

# Performance targets are set to equal or exceed a standard.

#### **Sources for standards:**

- Historical standards
- Predetermined or public standards
- Work sampling
- Regression: effect of variables on time or cost





# Measuring and Analyzing Performance

Validity and value of data are improved by standardization measures.

- Measure at same time points.
- Measure under similar conditions.
- Use tools for collection consistency and to enable drill-down.





#### Measuring and Analyzing Performance: Tools



# Balanced scorecards

#### Dashboards



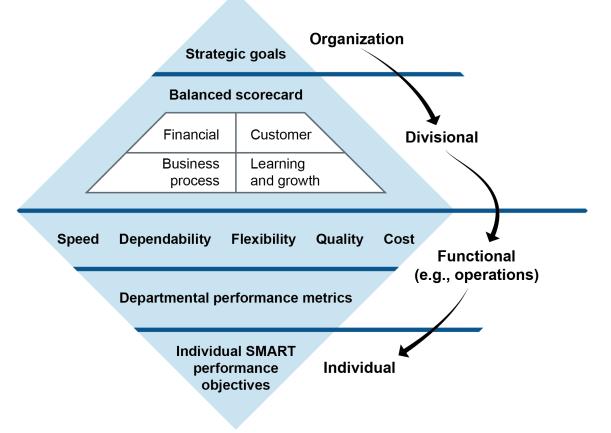
# Set Key Performance Indicators (KPIs)

# Key Performance Indicators (KPIs) and KPI Trees

- Measure only what is important.
- Avoid contradictory KPIs.
- Leading/lagging indicators, diagnostic metrics.
- KPI tree: Series of KPIs linked to be
  - Summary at higher levels: Contribution to shareholder value
  - More specific at lower levels: Root causes

# Set Key Performance Indicators (KPIs)

Integrated Measurement Model



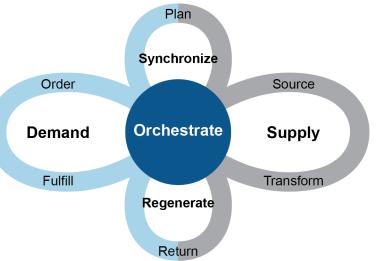


# SCOR DS



Source: ASCM, "Introduction to Supply Chain Management Using SCOR." Available from SCOR-DS website. Used with permission.

- Moving beyond linear supply chain depictions to supply networks
- Never-ending flow of processes with no artificial starts or ends
- scor.ascm.org

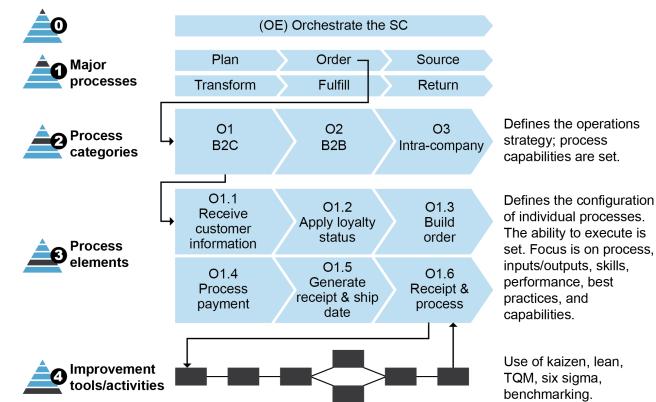


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# SCOR DS Hierarchical Process Model

- Performance: levels 1 to 3 in KPI tree
- Level 4 is specified by organization but linked to higher levels



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# **SCOR DS Four Major Sections**

Performance attributes	Processes	People	Practices
<ul> <li>Resilience</li> <li>Reliability</li> <li>Responsiveness</li> <li>Agility</li> <li>Economic</li> <li>Cost</li> <li>Profit</li> <li>Assets</li> <li>Sustainability</li> <li>Environmental</li> </ul>	<ul> <li>Management process standard descriptions</li> <li>States <ul> <li>As-is</li> <li>What-if</li> <li>To-be</li> </ul> </li> </ul>	<ul> <li>Standard definitions <ul> <li>Skills</li> <li>Experiences</li> <li>Training</li> </ul> </li> <li>Competency levels</li> </ul>	<ul> <li>Unique way to configure process</li> <li>Pillars <ul> <li>Analytics and technology</li> <li>Process</li> <li>Organization</li> </ul> </li> </ul>

Social



## **SCOR DS Resilience Performance Attributes**

Performance Attribute	Definition
Reliability (RL)	"The ability to perform tasks as expected. Reliability focuses on the predictability of the outcome of a process. Typical metrics for the Reliability attribute include delivering a product on time, in the right quantity, and at the right quality level."
Responsiveness (RS)	"The speed at which tasks are performed and the speed at which a supply chain provides products to the customer. Examples include cycle-time metrics."
Agility (AG)	"The ability to respond to external influences and marketplace changes to gain or maintain a competitive advantage."



## **SCOR DS Economic Performance Attributes**

Performance Attribute	Definition
Costs (CO)	"The cost of operating the supply chain processes. This includes labor costs, material costs, and management and transportation costs."
Profit (PR)	"The Profit attribute describes the financial benefit realized when the revenue generated from the business activity exceeds the expenses, costs, and taxes involved in sustaining the activity."
Assets (AM)	"The ability to efficiently utilize assets. Assets' strategies in a supply chain include inventory reduction and insourcing rather than outsourcing."



## SCOR DS Sustainability Performance Attributes

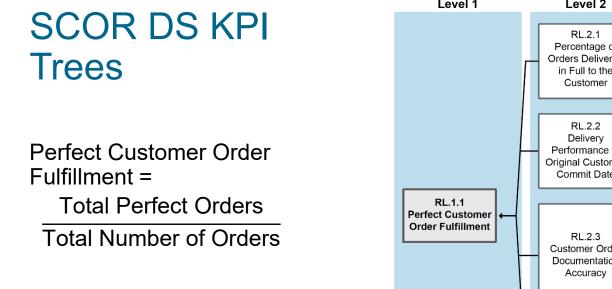
Performance Attribute	Definition
Environmental (EV)	"The Environmental attribute describes the ability to operate the supply chain with minimal environmental impact, including materials, water, and energy."
Social (SC)	"The Social attribute describes the ability to operate the supply chain aligned with the organization's social values, including diversity and inclusion, and training metrics."

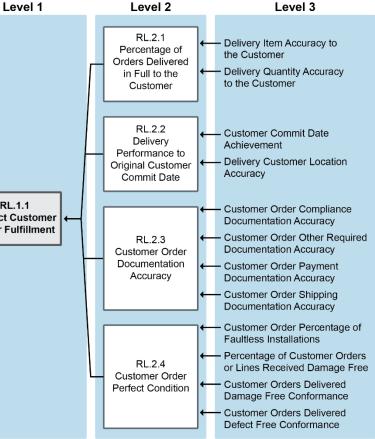


# **SCOR DS Performance Metrics**

Resilience	Economic	Sustainability	
<ul> <li>Reliability</li> <li>Perfect customer order fulfillment</li> <li>Perfect supplier order fulfillment</li> <li>Perfect return order fulfillment</li> </ul>	<ul><li>Costs</li><li>Total supply chain management cost</li><li>Cost of goods sold</li></ul>	<ul> <li>Environmental</li> <li>Materials used</li> <li>Energy consumed</li> <li>Water consumed</li> </ul>	
<ul><li>Responsiveness</li><li>Customer order fulfillment cycle time</li></ul>	<ul> <li>Profit</li> <li>Earnings before interest and taxes (EBIT) as a percent of revenue</li> <li>Effective tax rate</li> </ul>	<ul> <li>Greenhouse gas (GHG) emissions</li> <li>Waste generated</li> </ul>	
Agility <ul> <li>Supply chain agility (strategic or operational)</li> </ul>	Assets <ul> <li>Cash-to-cash cycle time</li> <li>Return on fixed assets</li> <li>Return on working capital</li> </ul>	Social <ul> <li>Diversity and inclusion</li> <li>Wage level</li> <li>Training</li> </ul>	









# **Digital Capabilities Model for Supply Networks**

Capability	Description	SCOR DS Linkages
Connected customer	Inspire at start of customer life cycle; service at the end.	Order, orchestrate
Product development	Do proactive product life-cycle management.	Orchestrate
Synchronized planning	Leverage human and process capabilities for planning efficiency.	Plan, orchestrate
Intelligent supply	Leverage technologies to reduce costs.	Source, orchestrate
Smart operations	Digital transformation for connectivity, agility, and proactivity.	Transform, orchestrate
Dynamic fulfillment	Add order fulfillment speed and agility.	Fulfill, return, orchestrate



# **Financial Performance Ratios**





# **Strategic Profit Model Example 1**

Net Profit Margin × Asset Turnover

 $ROA = \frac{Net Profit}{Total Assets}$ 

				·	
_	/	Net Profit		Net Sales	١
=		Net Sales	×	Total Assets	]

	А	В	С	D	E	F	G	Н		J
1									USD 1,000	Net Sales
2							USD 200	Gross Profit =	USD 800	- Cost of Goods Sold
3									USD 80	Variable Expenses
4					USD 60	Net Profit =	USD 140	- Total Expenses =	USD 60	+ Fixed Expenses
5			0.06	Net Profit Margin =	USD 1,000	Net Sales				
6	0.143	Return on Assets =							USD 180	Inventory
7			2.38	x Asset Turnover =	USD 1,000	Net Sales			USD 40	+ Accounts Receivable
8					USD 420	Total Assets =	USD 280	Current Assets =	USD 60	+ Other Current Assets
9							USD 140	+ Fixed Assets		
10										
11	0.143	Return on Assets =	USD 60	Net Profit						
12			USD 420	Total Assets						



# Strategic Profit Model Example 2

#### Reduction in inventory, carrying cost, and net sales

	A B	С	D	Е	F	G	Н	I	J
1								USD 990	Net Sales
2						USD 190	Gross Profit =	USD 800	- Cost of Goods Sold
3								USD 70	Variable Expenses
4				USD 60	Net Profit =	USD 130	- Total Expenses =	USD 60	+ Fixed Expenses
5		0.061	Net Profit Margin =	USD 990	Net Sales				
6	0.158 Return on Assets =							USD 140	Inventory
7		2.61	x Asset Turnover =	USD 990	Net Sales			USD 40	+ Accounts Receivable
8				USD 380	Total Assets =	USD 240	Current Assets =	USD 60	+ Other Current Assets
9						USD 140	+ Fixed Assets		



# Benchmarking

- Competitive: Apples to apples
- Best-in-class: Inspire
- Process: Qualitative checklists
- Internal: Replicate local success

# Benchmarking Tools: SCORmark example

- Versus competitors
  - Superior: >90%
  - Advantage: >70%
  - Parity: >50%
- Benchmark metrics readily available, e.g.,
  - SCORmark: Compare against 1,000 organizations and 2,000 supply chains.

Attribute	Metrics	Target Performance	Your Organization	Parity (50%)	Advantage (70%)	Superior (90%)	Gap to Target
Reliability	Perfect customer order fulfillment	Advantage	70%	X 77%	85%	93%	-15%
Responsiveness	Peness Customer order fulfillment cycle time		6	9.1	7 🗙	4	3.1
Agility	Supply chain agility, strategic (days)	Parity	35	<b>X</b> 30	25	20	-5
Cost	Total supply chain management cost (% of revenue)	Advantage	8%	8.70% <mark>X</mark> L	5%	2.40%	-3%
Profitability	EBIT (as a % of revenue)	Parity	16%	14%	X 17%	20%	2%
Assets	Cash-to-cash cycle time (days)	Superior	52	55.4 <mark>X</mark>	30.5		-52
Environmental	Waste generated (metric tons)	Parity	14.3	X 13.4	11.2	9.2	-0.9
Social	Training (hours per year)	Advantage	80	<b>X</b> 82.1	91.5	100.1	-11.5

X Your organization

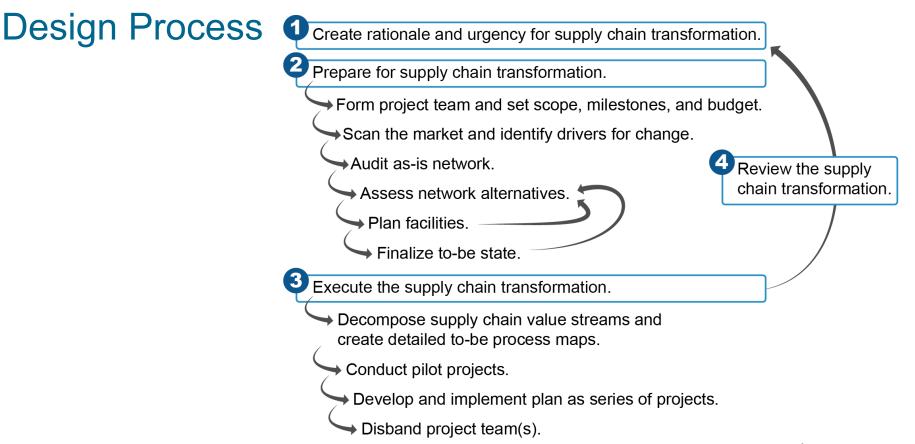
Source: Adapted from SCOR-Professional Training. Used with permission. Values are for example only.



#### MODULE 9, SECTION C: FACILITATE FACILITIES PLANNING AND NETWORK DESIGN

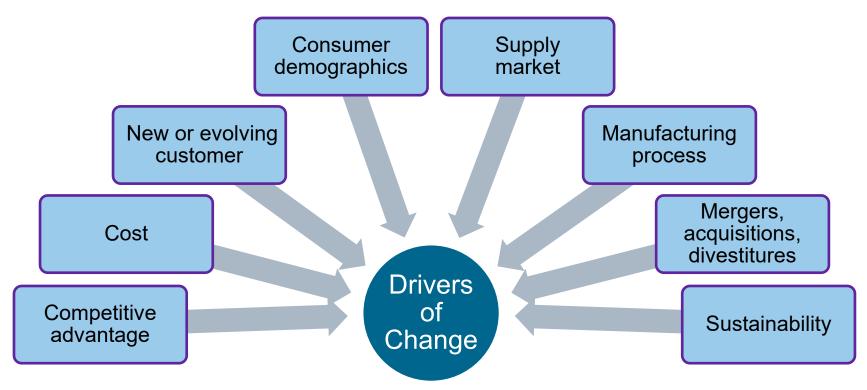






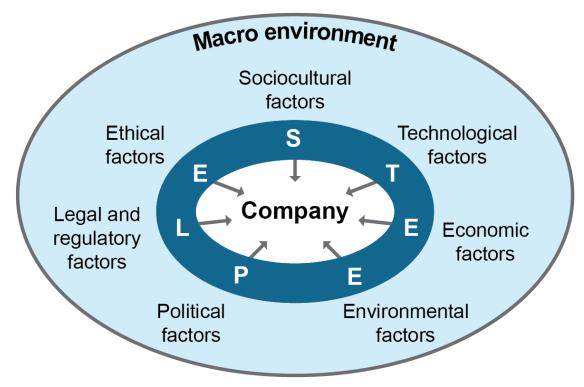
PICS

## **Common Drivers of Change**

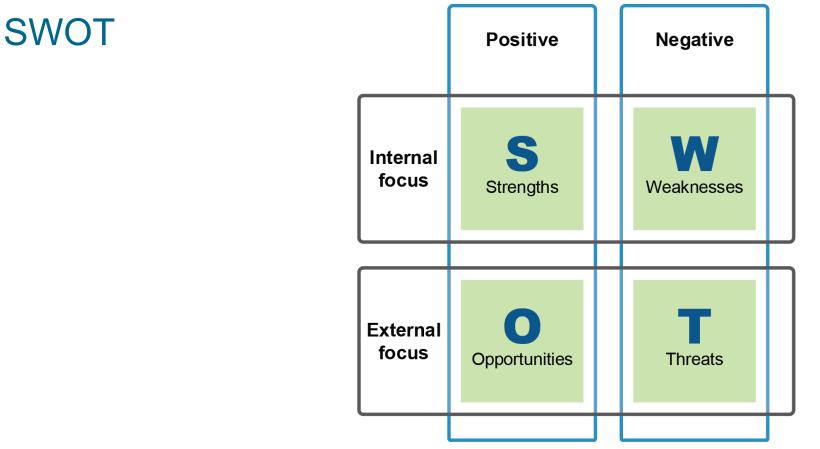




## Scanning the Market: STEEPLE









## As-Is Audit Steps

Gather data and business information.

Map current system (e.g., nodes and links).

Describe key activities and functions.

Measure against benchmarks.

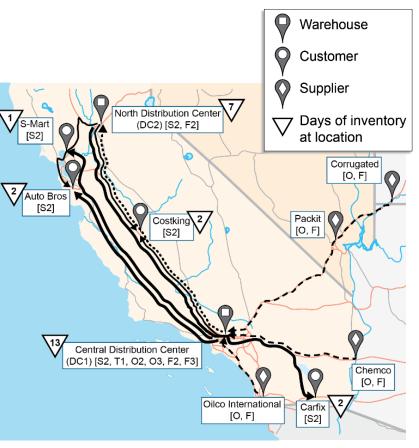
List gaps between actual and strategy.

Generate tactical plans for closing gaps.











## Design Supply Chain Strategy with End in Mind

Low-cost	<b>Cost:</b> superior; <b>assets</b> and <b>reliability:</b> advantage; parity for rest	
Customer with high demand variability	Agility: superior; responsiveness and reliability: advantage; efficiency areas: parity	
Project-driven customers	<b>Reliability:</b> superior; <b>agility</b> and <b>responsiveness:</b> advantage; <b>efficiency areas:</b> parity	
Customer-supplier long-term partnership	<b>Profit:</b> superior; <b>reliability</b> and (for example) <b>sustainability:</b> advantage; parity for rest	
Customers needing innovative or emergency capacity	<b>Agility:</b> superior; <b>responsiveness</b> and <b>assets:</b> advantage; parity for rest	



#### **Determine Servicing Expectations**

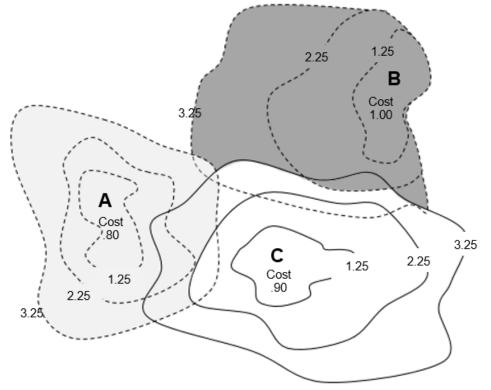


Why is information on customers' acceptable lead times or network servicing frequency so important to network design?

#### **Answer:**

Dictates number of distribution centers (DCs) that will be needed.

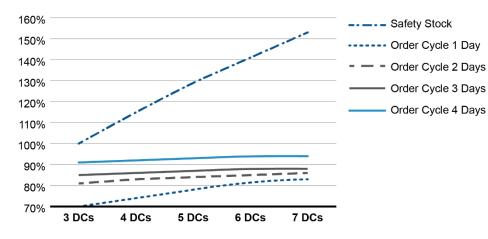
## **Economic Cost Map**





## **Sensitivity Analysis**

#### Order Cycle Durations More Reliable with More DCs





New Aggregate Safety Stock

 $= \sqrt{\frac{\text{Future Total DCs}}{\text{Existing DCs}}} \times \text{Existing}$ 

Aggregate Safety Stock

• From 3 to 4 DCs = 
$$\sqrt{\frac{4}{3}} \times 100\% = 115\%$$



## **Transportation Requirements Analysis**

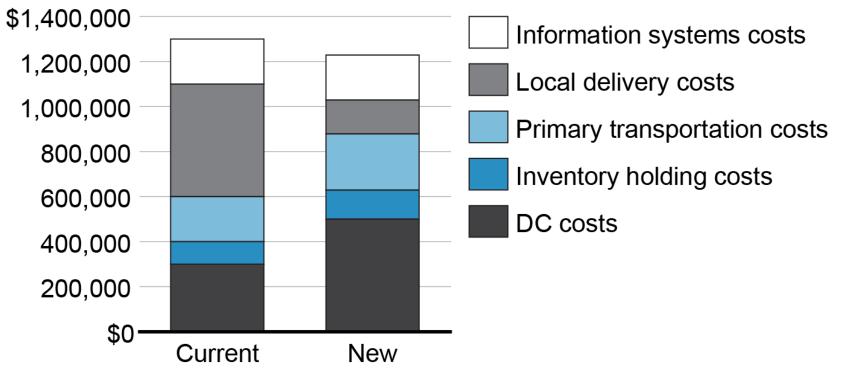
#### Average shipments per period. Inputs:

- Product family demand forecast
- Sales and marketing commitments

Aggregate network transportation requirements. Can break down:

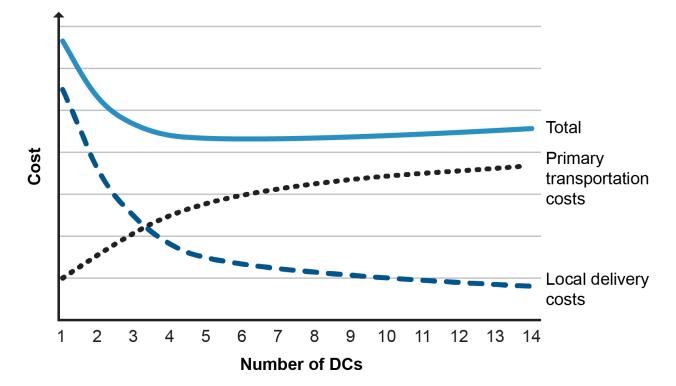
- Requirements per mode with average rates
- Estimated proportion of full and partial loads
- Primary transportation and local delivery segments
- Lane volumes

# **Tradeoff Analysis**





#### **Tradeoffs**





## Impact of DC Locations on Inventory Levels

- Adding locations doesn't impact cycle stock.
- Safety stock rises, but rate slows.
  - Shorter outbound order cycle time, less variability, less need for safety stock.
- Less in-transit inventory.
- Increased inbound order cycle time and in-transit time.
- Average Aggregate Inventory =

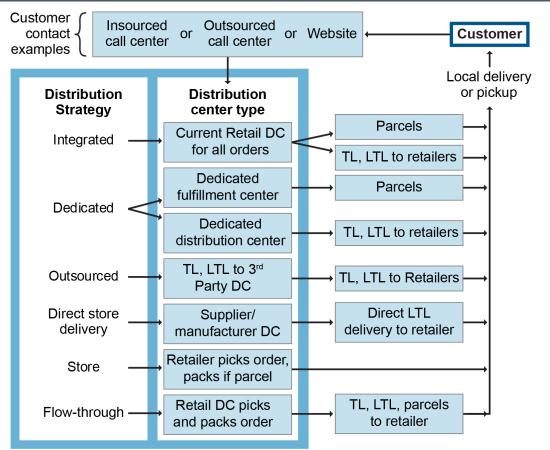
 $\sum_{i=1}^{n} \frac{\text{Order Quantity}_{i}}{2} + \text{Safety Stock}_{i} + \text{In-Transit Inventory}_{i}$ 



## **Evaluate Facility Requirements**

Types of Distribution Strategies, Distribution Networks, and Order Fulfillment Channels

- Distribution strategy: general goals
- Distribution network: Implementation
- Order fulfillment channel: Specific routes





#### **Evaluate Facility Requirements**

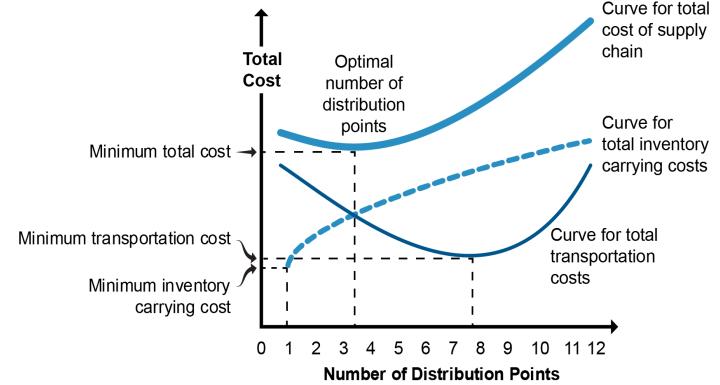
#### **Geographical Considerations and Factors**

Strategy	<ul> <li>Capital expense</li> <li>Location: mission, vision, and organizational strategy</li> </ul>
Labor rates	<ul><li>Rates and skill availability</li><li>Plus long-distance transport cost</li></ul>
Quality	<ul><li>Quality may be cultural imperative</li><li>Higher labor costs typical</li></ul>
Nation/region incentives	<ul> <li>Taxes, proximity, incentives, strategic or cultural factors</li> </ul>



## Make Facility Number, Type, and Location Decisions

#### **Cost of Distribution Centers**





## Make Facility Number, Type, and Location Decisions

## **Deployment Considerations**

#### Proximity

- Weight
- Fuel
- Average lead time
- Demographics

#### Specialty Types

- Dangerous goods (hazmat)
- Reverse
   logistics
- Cold chain

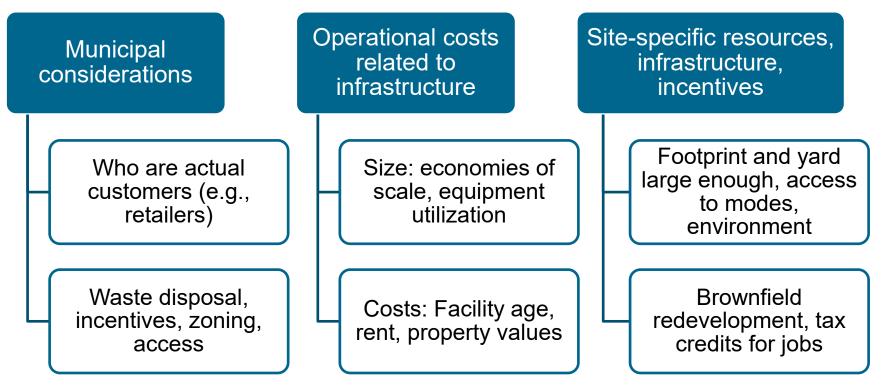
#### Viable Alternatives

- E.g., crossdocking versus fulfillment, consolidation, or break-bulk
- Communications robust enough to cross dock?



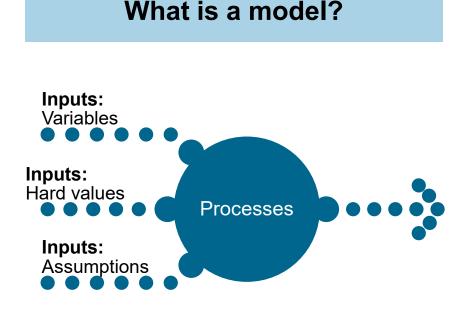
## Make Facility Number, Type, and Location Decisions

## **Site-Specific Considerations**





## **Modeling Basics and Prerequisites**

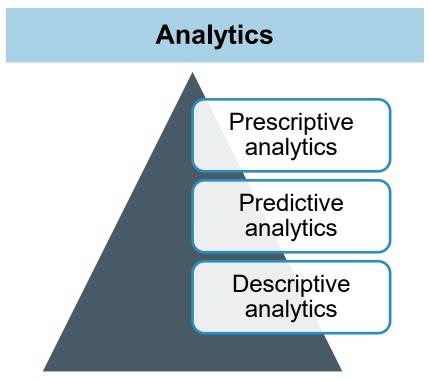


#### **Prerequisites**

- Data validation: automate
- Data integrity:
  - ALCOA (attributable, legible, contemporaneous, original, accurate)
  - GIGO
- Complexity and assumptions reviews
- Static or dynamic decision



# **Analytics and Heuristics**



#### **Heuristics**

- Problem solving
- Results or rules from experience or intuition (not optimization)
- Experiment to approximate
- Trade accuracy for speed
- Decision rules and math
- Examples:
  - Forecasting
  - Inventory levels
  - Staffing



## **Cost-Volume Analysis**

Total Cost = Fixed Cost + (Variable Cost × Volume)

#### What is the crossover point?

City	Fixed Costs	Variable Costs	Maximum Units	Total Cost at Maximum Units
Denver	\$2,000,000	\$615	26,000	\$17,990,000
Seattle	\$4,000,000	\$385	26,000	\$14,010,000
Los Angeles	\$8,000,000	\$115	26,000	\$10,990,000



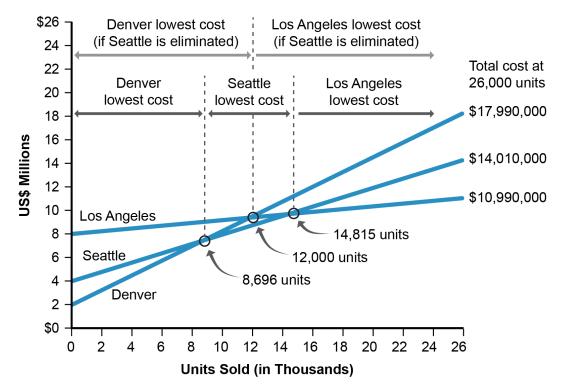
## **Cost-Volume Analysis Scenario**

 $x = \frac{\text{Fixed Cost}_2 - \text{Fixed Cost}_1}{(\text{Variable Cost}_1 - \text{Variable Cost}_2)}$ 

Denver-Seattle Crossover Point = 
$$\frac{\$4,000,000 - \$2,000,000}{(\$615/\text{Unit} - \$385/\text{Unit})} = \frac{\$2,000,000}{\$230/\text{Unit}} = 8,696$$
 Units  
Seattle-Los Angeles Crossover Point =  $\frac{\$8,000,000 - \$4,000,000}{(\$385/\text{Unit} - \$115/\text{Unit})} = \frac{\$4,000,000}{\$270/\text{Unit}} = 14,815$  Units  
Denver-Los Angeles Crossover Point =  $\frac{\$8,000,000 - \$2,000,000}{(\$615/\text{Unit} - \$115/\text{Unit})} = \frac{\$6,000,000}{\$500/\text{Unit}} = 12,000$  Units



## **Cost-Volume Analysis Graph**





#### **Other Modeling Methods**

## Weighted factor rating

Qualitative and quantitative

Priority based on weight

Weight × rating

Find finalists and use other tools

## **Regression analysis**

Independent variables predict dependent variable



### **Center-of-Gravity Map**

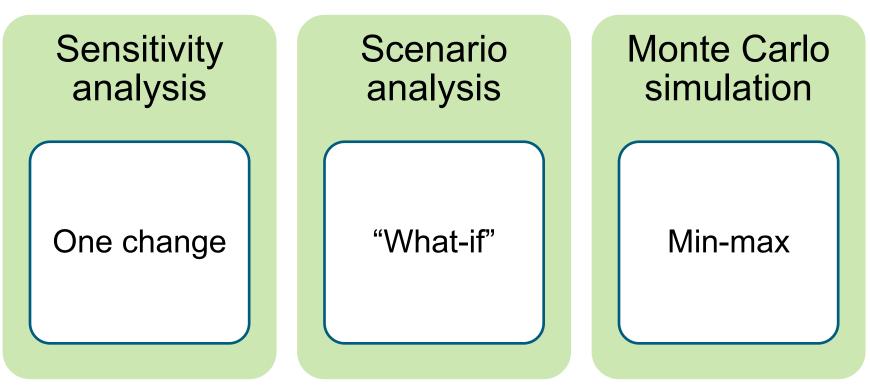
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rdi	8 7							7				2	•				$\geq$	~	Warsaw	16	9	9,000
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# Optimization

- Seeks optimum result.
- Changing any variable yields different answer.
- Significant improvement over heuristics.
- Number of DCs, location, own or lease, make-or-buy, postponement.
- Can use worksheet tools for simple problems.
- ERP systems have network optimization modules.

## Simulation





### Validate Network Design Performance

#### Forecasting, Benchmarking, and Financial Performance

Forecasting	<ul> <li>Long-term forecast→ Logistics capacity</li> <li>New markets, economic conditions</li> </ul>
Benchmarking	<ul><li>Best in class</li><li>Same industry or same process</li></ul>
Financial Performance Evaluation	<ul> <li>Budget/project accounting variances</li> <li>Savings/revenue offset cost of funds?</li> </ul>



## Validate Network Design Performance

## Analytics for Supply Chain (Re)Design

Attribute	Metrics	Target Performance	Your Organization	Parity (50%)	Advantage (70%)	Superior (90%)	Gap to Target
Reliability	Perfect customer order fulfillment	Advantage	70%	X 77%	85%	93%	-15%
Responsiveness	Customer order fulfillment cycle time	Parity	6	9.1	7 🗙	4	3.1
Agility	Supply chain agility, strategic (days)	Parity	35	X 30	25	20	-5
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Profitability	EBIT (as a % of revenue)	Parity	16%	14%	X 17%	20%	2%
Assets	Cash-to-cash cycle time (days)	Superior	52	55.4 X	30.5		-52
Environmental	Waste generated (metric tons)	Parity	14.3	X 13.4	11.2	9.2	-0.9
Social	Training (hours per year)	Advantage	80	<b>X</b> 82.1	91.5	100.1	-11.5
						X Your org	ganization

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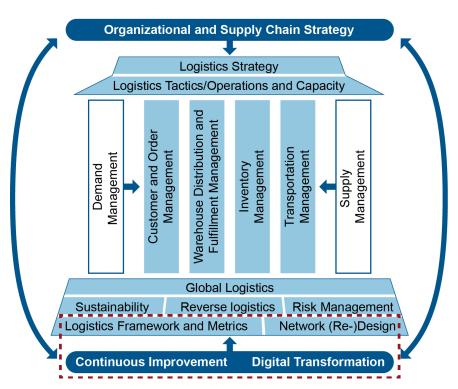


#### MODULE 9, SECTION D: COORDINATE DIGITAL TRANSFORMATION AND CONTINUOUS IMPROVEMENT





## **Digital Transformation and Reengineering**





# **Digital Transformation and Reengineering**

- Reengineering
  - Rethinking and redesign
  - Process emphasis
- Digitization: electronic version
- Digitalization: Adds efficient transaction
- Automation: Omits human intervention

# **Digital transformation**

Seamless process integration
 even with external partners



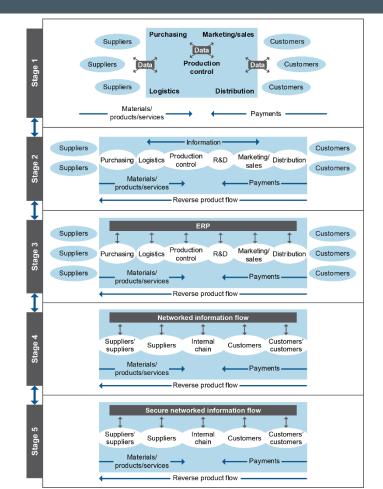
## **Fundamental Changes**

- Outcomes not tasks.
- If use process: drive it.
- Capture data at source.
- Decision point where work done.
- Dispersed resources as if centralized.

- Sequential into parallel.
- Design for dominant flow.
- Postpone product.
- Resource pool to avoid suboptimization.
- No partner task duplication.
- Outsource non-core.

# Supply Chain Maturity

- **Stage 1**—Multiple dysfunction
- **Stage 2** Semifunctional enterprise
- **Stage 3**—Integrated enterprise
- **Stage 4**—Extended enterprise
- Stage 5—Orchestrated supply chain





# Support Digital Transformation

## **Other Maturity Assessment Tools**

- PwCs maturity model for SCORmark
- Deloitte-TM Forum: customer, strategy, technology, operations, organization & customer
- Maturity models for specific industries

- DCM for Supply Networks
  - Connected customer
  - Product development
  - Synchronized planning
  - Intelligent supply
  - Smart operations
  - Dynamic fulfillment



# Support Digital Transformation

# Misalignment, Readiness, and Red Flags

#### **Misalignment Areas**

- Unspoken disagreement
- Vague goals, financials
- No support or resource commitment
- Fragmented supply chain strategies
- No technology plan

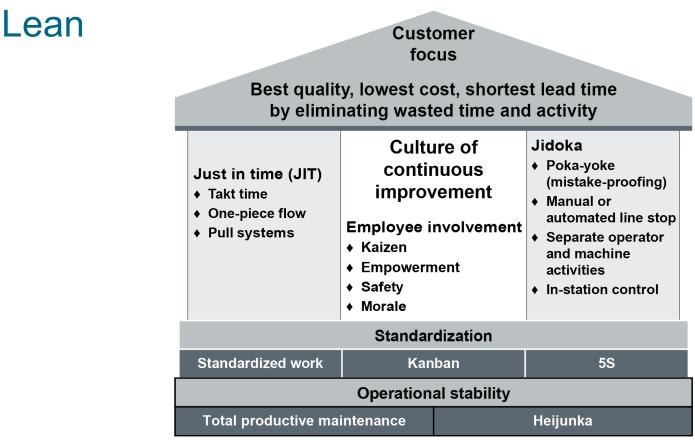
#### **Assess Readiness**

- Culture plays strong role in ability to transform.
- Resistance to change
- Times of struggle
- Technology maturity
- People

#### **Identify Red Flags**

- Decision-making bias
- Poorly training users
- Cultural issues







# Lean Objectives

- 1. Make only products and services customers want.
- 2. Match production rate to demand rate.
- 3. Make with perfect quality.
- 4. Make with shortest possible lead times.
- 5. Include only features in demand, excluding the rest.
- 6. Keep labor, equipment, materials, and inventory in motion, with no waste or unnecessary movement.
- 7. Build learning and growth into each activity.



# Lean's Eight Forms of Waste

#### **Transportation**

Excessive movement of people, things, information

#### Inventory

Storage of materials prior to demand signal

#### Motion

Unnecessary handling, walking, driving, bending, lifting, reaching, turning

#### Waiting

Idle time caused by lack of direction, instructions, information, parts, equipment

#### Overproduction

Make more than immediately required

#### Overprocessing

Higher-grade materials or tighter tolerances than required

#### Defects

Scrap, rework, erroneous documentation

#### Skills

Worker underutilization or empowerment beyond capabilities



# Lean Problem-Solving Approach to Waste

Look for waste and a cause-and-effect relationship in three major areas:

Muda

Activities that consume resources but create no customer value

Mura

Demand or activities that are inconsistent or uneven

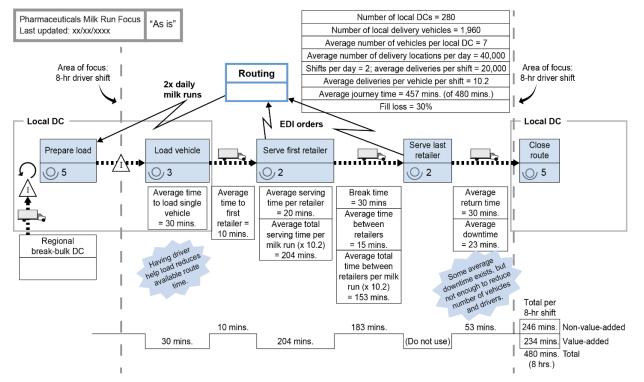
Muri

Overburdening of workers or processes





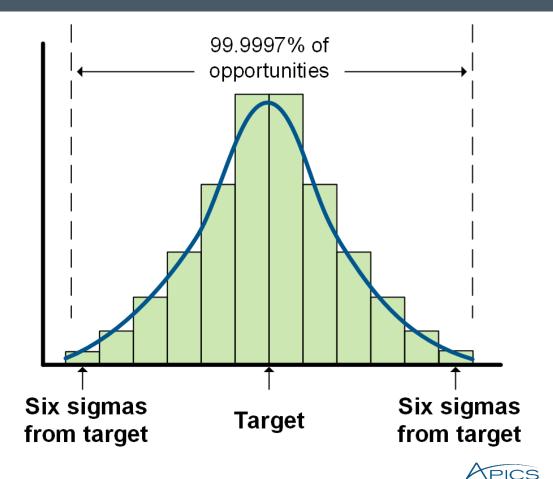
### Lean Tool: Value Stream Mapping



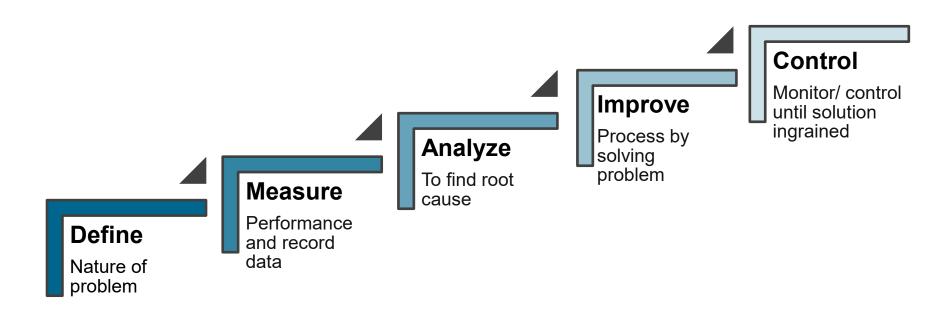


# Six Sigma

Limit of 3.4 defects per million "opportunities"



### **DMAIC Process to Generate Lasting Results**



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# Creating a Culture of Continuous Improvement

#### Continuous process improvement

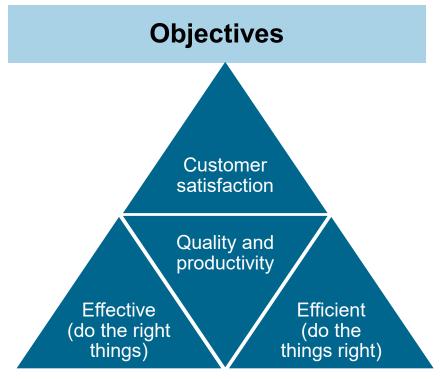
- Incremental, regular improvements
- Expose, eliminate root causes of problems
- Small-step improvement
- Results in a week or two
- Part of ongoing operations

# Continuous improvement culture

- Involves everyone
- Everyone empowered to eliminate waste
- Starts at top
- Replace hierarchy with learning/experimentation



#### Continuous Improvement Objectives/Cost of Poor Quality



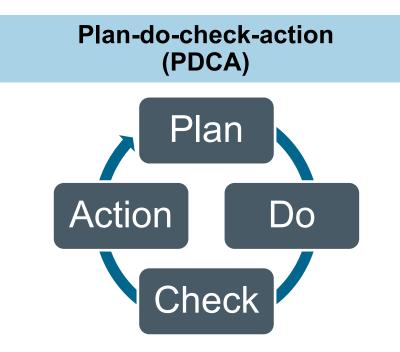
#### **Cost of poor quality**

"The costs associated with performing a task incorrectly and/or generating unacceptable output... include the costs of nonconformities, inefficient processes, and lost opportunities."

(ASCM Supply Chain Dictionary)



### **Continuous Process Improvement Steps**



#### **Continuous improvement cycle**

- Determine process to improve.
- Gather as-is data.
- Analyze and make to-be.
- Select best alternative.
- Implement.
- Sustain.





#### **Commonalities Among Continuous Improvement Methods**

Ensuring employee involvement and empowerment	<ul> <li>Keep teams small, effective.</li> <li>Decisions, improving task, part of job.</li> <li>From "Do this" to "What do you think?"</li> </ul>
Focusing on customer	<ul> <li>Customer ultimate definer of quality.</li> <li>Perceptions, willing to pay for.</li> <li>Internal customers, too.</li> </ul>
Sustaining continuous improvement	<ul> <li>Small step is sustainable by design.</li> <li>Avoids being disruptive, exhausting.</li> <li>Always on to next problem.</li> </ul>

