

BRANDON BUNN

KAIZEN PROMOTION OFFICER

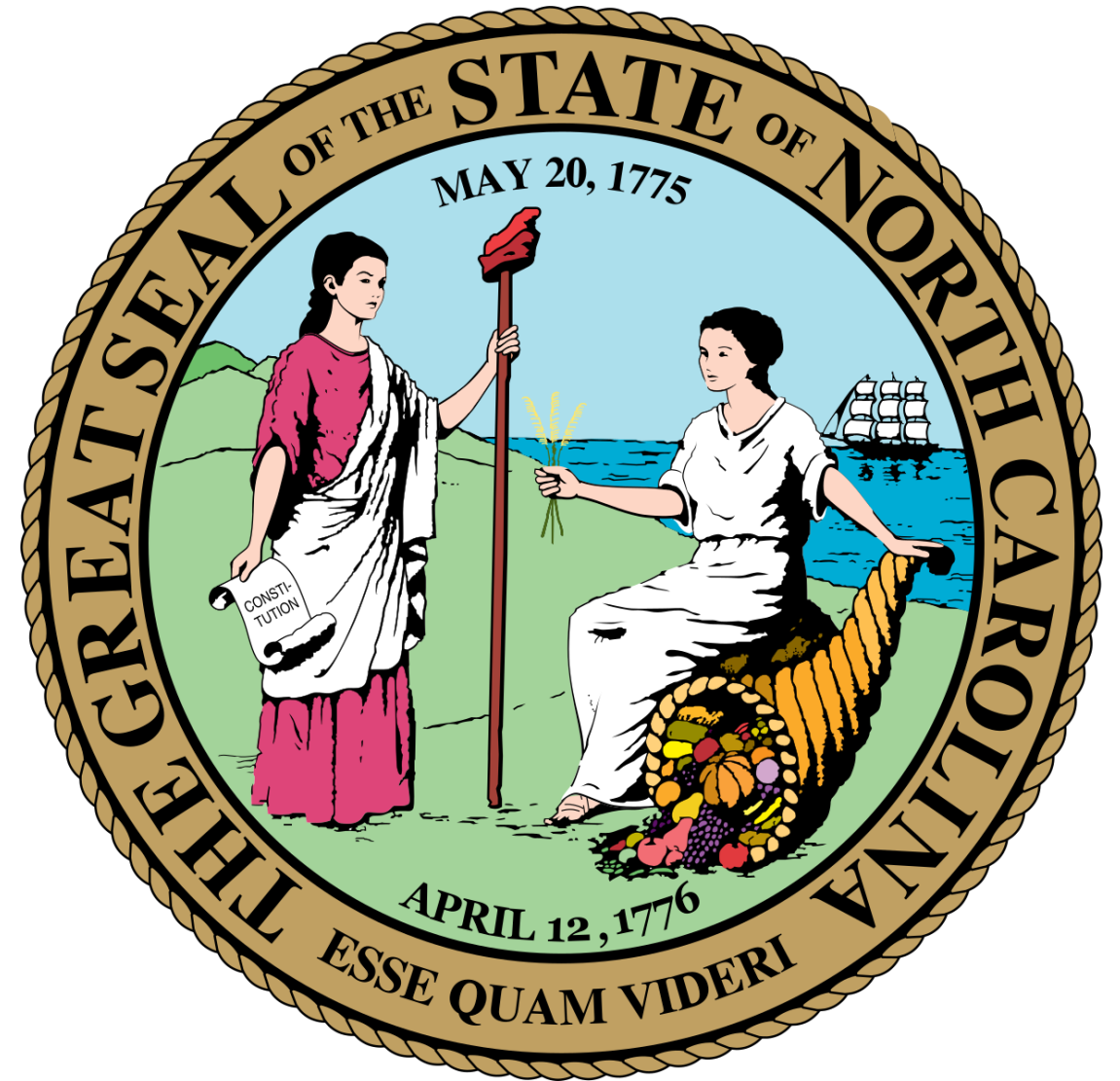




1900 – North Carolina Prison
Industries
launches at Roanoke River Farm.

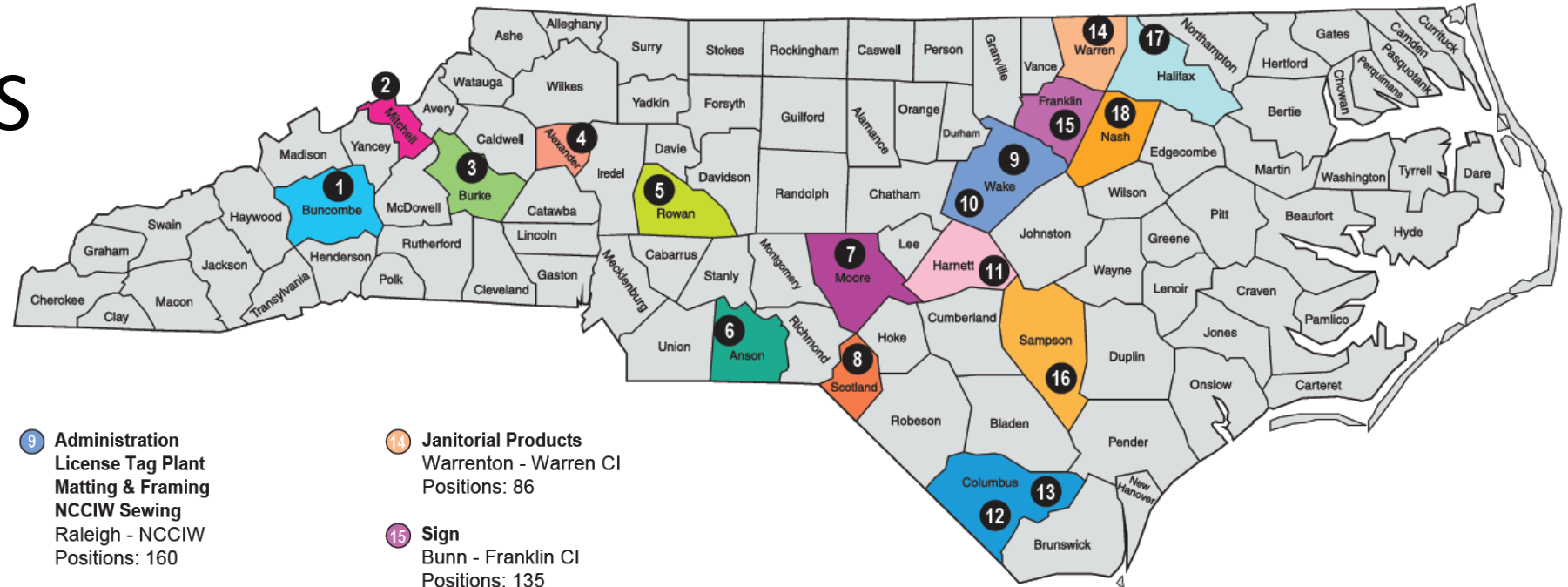
OUR MISSION

To provide marketable job skills and transitional opportunities for offenders in a professional and safe work environment while providing quality goods and excellent service to our customers at a savings to the citizens of North Carolina.



OUR LOCATIONS

- 1 **Craggy Laundry**
Asheville - Craggy CI
Positions: 56
- 2 **Mountain View Sewing**
Spruce Pine - Mountain View CI
Positions: 80
- 3 **Broughton Laundry**
Morganton - Foothills CI
Positions: 56
- 4 **Upholstery**
Woodworking
Taylorsville - Alexander CI
Positions: 96
- 5 **Reupholstery**
Salisbury - Piedmont CI
Positions: 45
- 6 **Metal Products**
Offender Packaging
Polkton - Anson CI
Positions: 124
- 7 **Sign Recycling**
Carthage - Sanford CC
Positions: 20
- 8 **Scotland Sewing**
Braille Transcription
Laurinburg - Scotland CI
Positions: 209



- 9 **Administration**
License Tag Plant
Matting & Framing
NCCIW Sewing
Raleigh - NCCIW
Positions: 160
- 10 **Apex Awards**
Apex Warehouse
Apex - Sanford CC
Positions: 20
- 11 **Meat Processing**
Lillington - Harnett CI
Positions: 86
- 12 **Tabor Sewing**
Tabor City - Tabor CI
Positions: 105
- 13 **Columbus Sewing**
Whiteville - Columbus CI
Positions: 100
- 14 **Janitorial Products**
Warrenton - Warren CI
Positions: 86
- 15 **Sign**
Bunn - Franklin CI
Positions: 135
- 16 **Sampson Laundry**
Clinton - Sampson CI
Positions: 105
- 17 **Farm Cannery**
Fresh Produce Whse
Tillery - Roanoke River
(Caledonia) CI
Positions: 279
- 18 **Optical**
Print Services
Nashville - Nash CI
Positions: 198



INDUSTRIES

OPTICAL

FARM

BRAILLE

SIGN

SEWING

UPHOLSTERY

PRINTING

AWARDS

CANNERY

RE-UPHOLSTERY

FRAMING

LAUNDRY

WOODWORKING

MEAT PROCESSING

PACKAGING

LICENSE TAGS

METALWORKING

LASER ETCHING/ENGRAVING

JANITORIAL

SIGN RECYCLING

OFFICE FURNITURE

From our traditional wood furniture to modern designs, fully customizable to meet your workspace requirements.



DESKS • TABLES
BOOKCASES
CABINETS • CHAIRS

OFFICE SEATING

**executive
conference
stackable**



**heavy
duty
task**

LICENSE PLATES



MATting & FRAMing



Shop our large selection of frames and mats available in a variety of colors.



JANITORIAL PRODUCTS



We offer products that work *as well as or better than* national brands at a *significantly lower price* than most brands.

METALWORKS

**METAL
BUILT TO
LAST!**

- ✓ INSTITUTIONAL
- ✓ RECREATIONAL
- ✓ FOOD SERVICE

Tables • Benches • Seating
Serving Lines and MORE!

CUSTOM WORK!

SIGNS



North Carolina's
**TOP
RANKED**
Government
Supplier
for
SIGNAGE

OPTICAL DEPARTMENT



STYLISH
PRESCRIPTION EYEWEAR

All Frames:
\$49!

call for appointment
919.324.1308

CLOTHING & TEXTILE



PRINT SERVICES



**OFFSET | DIGITAL
WIDE FORMAT**
Foil Stamping
Graphic Design
Full Service Bindery & Finishing
Business Cards
Brochures
Manuals, Forms, Reports
MUCH MORE!

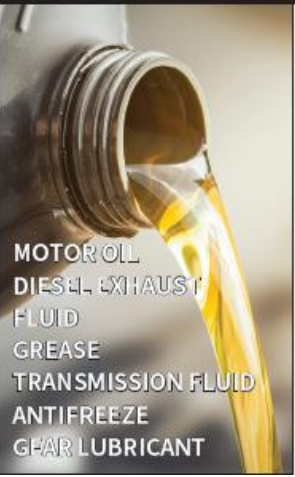
PARKS & RECREATION



FOOD & FARM



OILS & LUBRICANTS



MOTOR OIL
DIESEL EXHAUST
FLUID
GREASE
TRANSMISSION FLUID
ANTIFREEZE
GEAR LUBRICANT

GEAR BAGS & SAFETY GEAR



REUPHOLSTERY



**UPDATE
your SPACE**
without breaking
your **BUDGET!**

SERVICE AWARDS





APPRENTICESHIPS OFFERED

GRAPHIC ARTIST/ILLUSTRATOR

PREPRESS PROOFER

OFFSET SCHEDULER

LETTERPRESS OPERATOR

OFFICE MANAGER/ADMIN SERVICES

PRINTING INSPECTOR

BINDERY TECHNICIAN

SHIPPING CLERK

COMMERCIAL LAUNDRY TECH

DATA ENTRY MACHINE OPERATOR

FACILITIES MAINTENANCE TECH

FURNITURE UPHOLSTERER

OFFSET PRESS OPERATOR

PRINTING ESTIMATOR

CABINETMAKER

JET PRESS AT NASH PRINT PLANT



WHAT IS REALLY GOING ON?



Visible Stuff

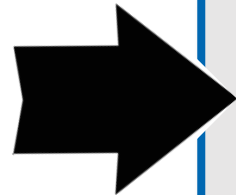
- Toyota's results
- "Lean" tools & practices

Examples:
- Gemba walks
- Team Leaders
- Problem Solving

Less Visible Stuff

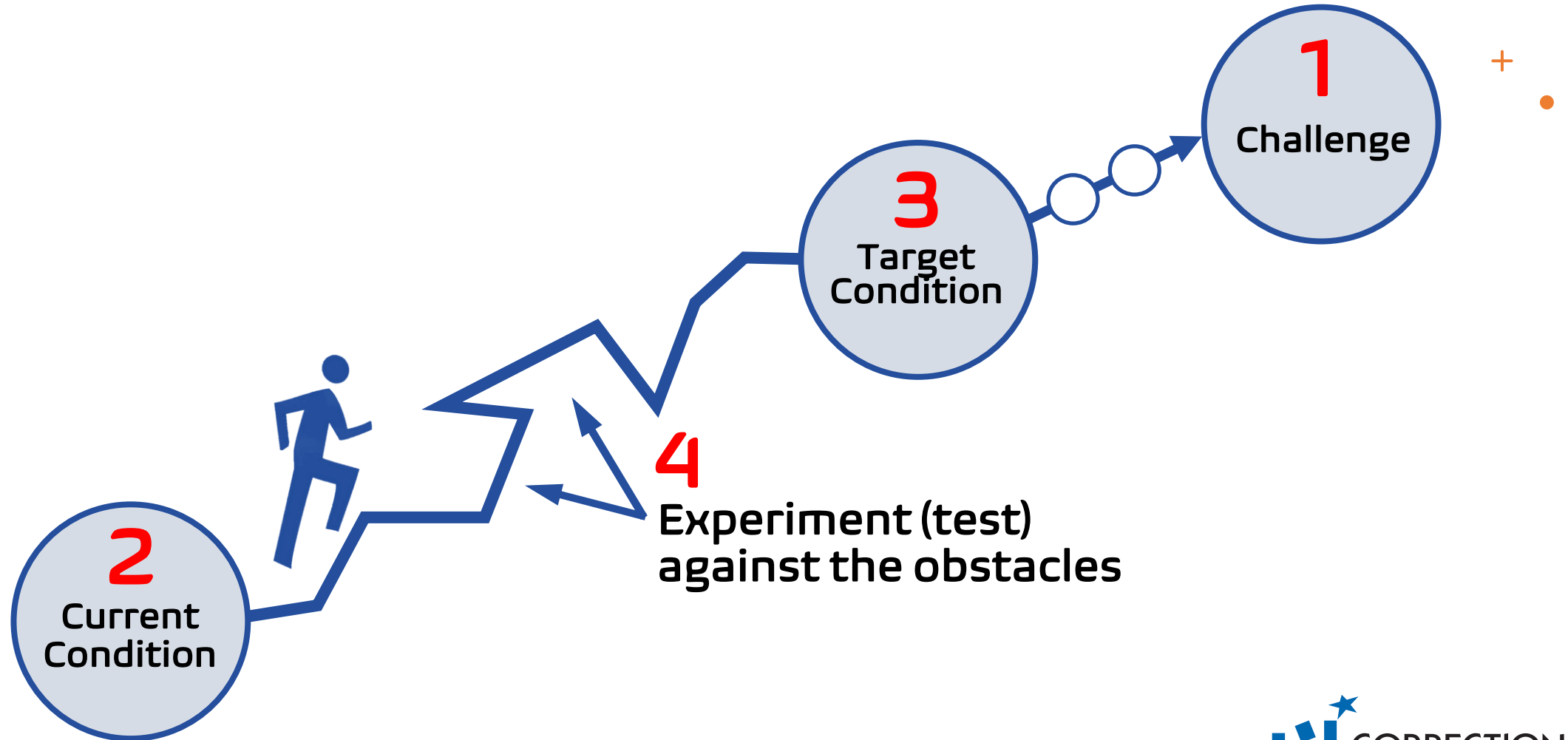
- 1) A systematic, scientific way of thinking & acting
- 2) Managers teaching their people this way of thinking

TOYOTA
KATA is
about this



THE INVISIBLE THINKING PATTERN AT TOYOTA

The four-step, scientific "Improvement Kata" model



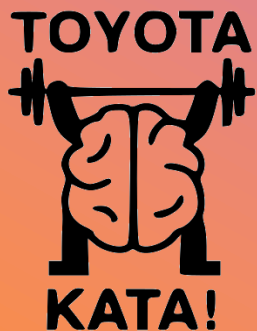
Toyota kata – starter kata

**CLASS 1-
INTRODUCTION
TO TOYOTA KATA
AND SCIENTIFIC
THINKING**



STARTER KATA TO PRACTICE SCIENTIFIC THINKING SKILLS

Starter Kata are structured routines that you practice deliberately, especially at the beginning, so their pattern becomes a habit and leaves you with new abilities. Starter Kata are a way of learning fundamental skills.



Toyota Kata helps you build scientific-thinking skills and mindset, via its well-proven set of Starter Kata to practice daily. They come from the Toyota Kata research and have been used for practice at thousands of organizations around the world.



By Mike Rother

THE DICE EXPERIMENT



**EXERCISE
TIME!**

- **ROLL THE DIE 3 TIMES**
- **WE KNOW THE TOTAL SUM WILL BE BETWEEN 3-18**

**BEFORE WE ROLL, WRITE DOWN:
*WHAT WILL BE THE SUM OF THE 3 ROLLS?***

QUESTION #2

2, 4, 6, 8, 10, 12, ___?

**WHAT WILL BE THE NEXT NUMBER IN THIS SERIES?
PLEASE WRITE DOWN YOUR ANSWER**

ANSWER

2, 4, 6, 8, 10, 12, 2

**THOSE OF YOU WHO WROTE DOWN THE INCORRECT
NUMBER...**

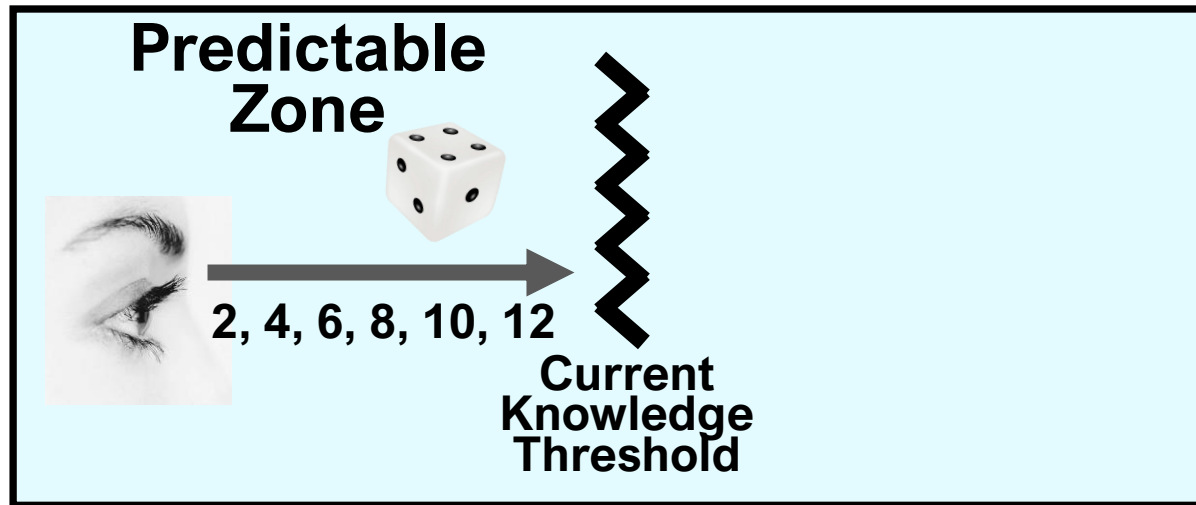
HOW DO YOU FEEL THIS TIME?

THE KNOWLEDGE THRESHOLD!

DIFFERENCE BETWEEN THE SCENARIOS

How easy or hard it is to spot the **Current Knowledge Threshold**

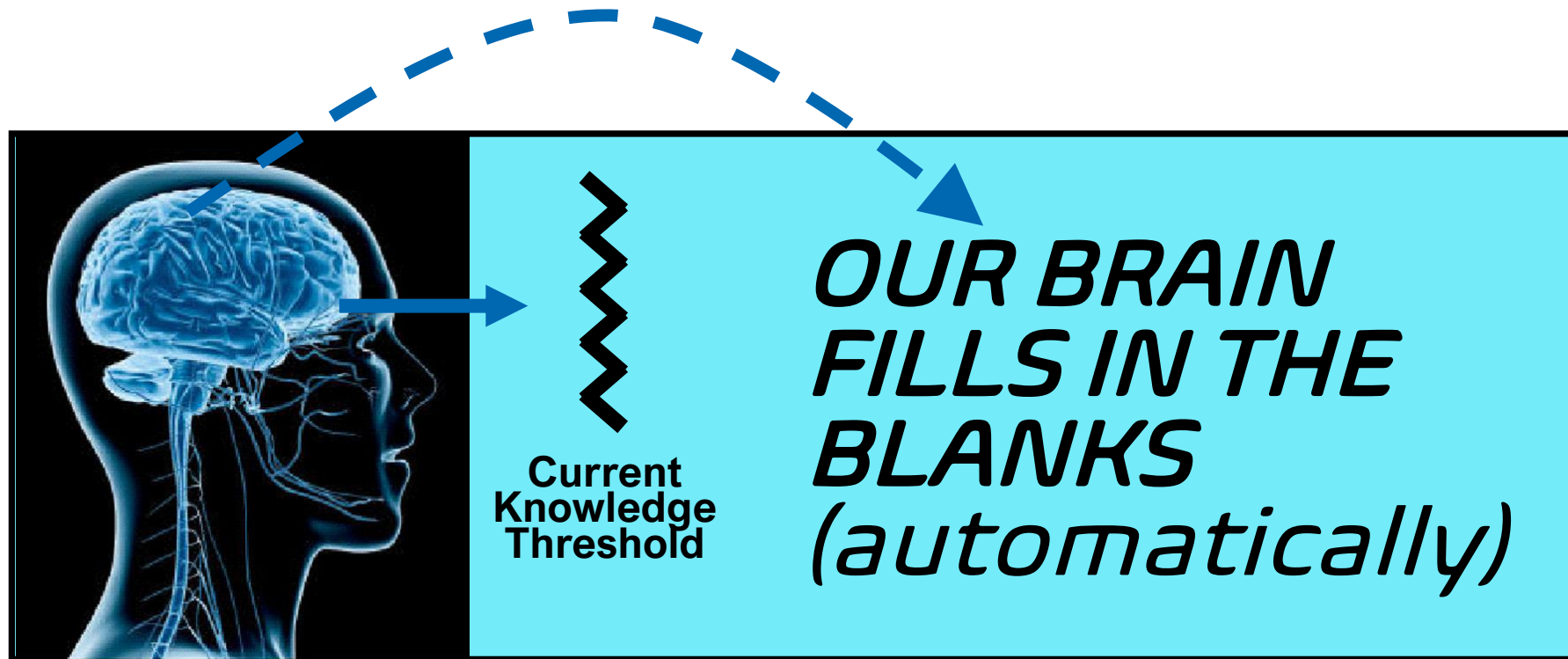
- In Round 1 with the dice, it was easy to see that we didn't know what the outcome would be.
- In Round 2 the knowledge threshold was more difficult to see.
We thought we knew the answer, so we went over the threshold & answered.



Yet in both rounds the knowledge threshold was the same:

There were no facts beyond the initial setup

WHY WE GO THROUGH KNOWLEDGE THRESHOLDS

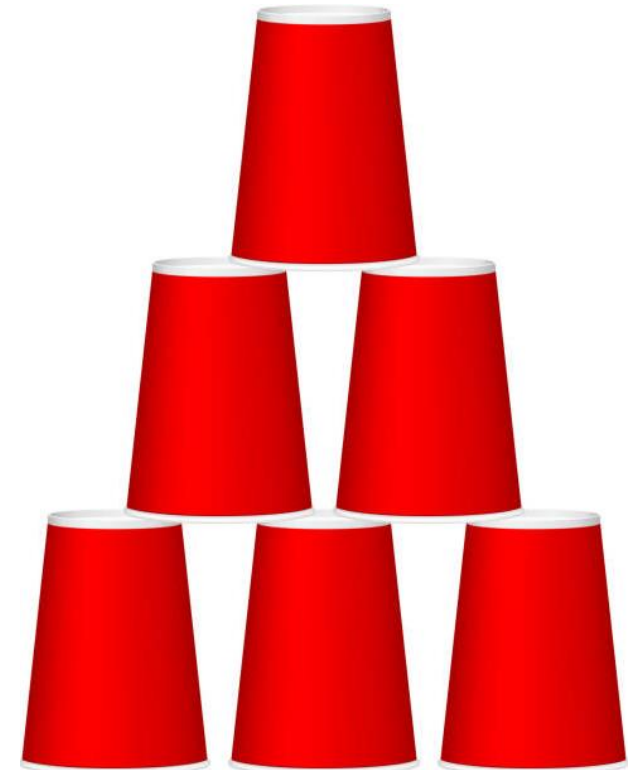


THE EXERCISE

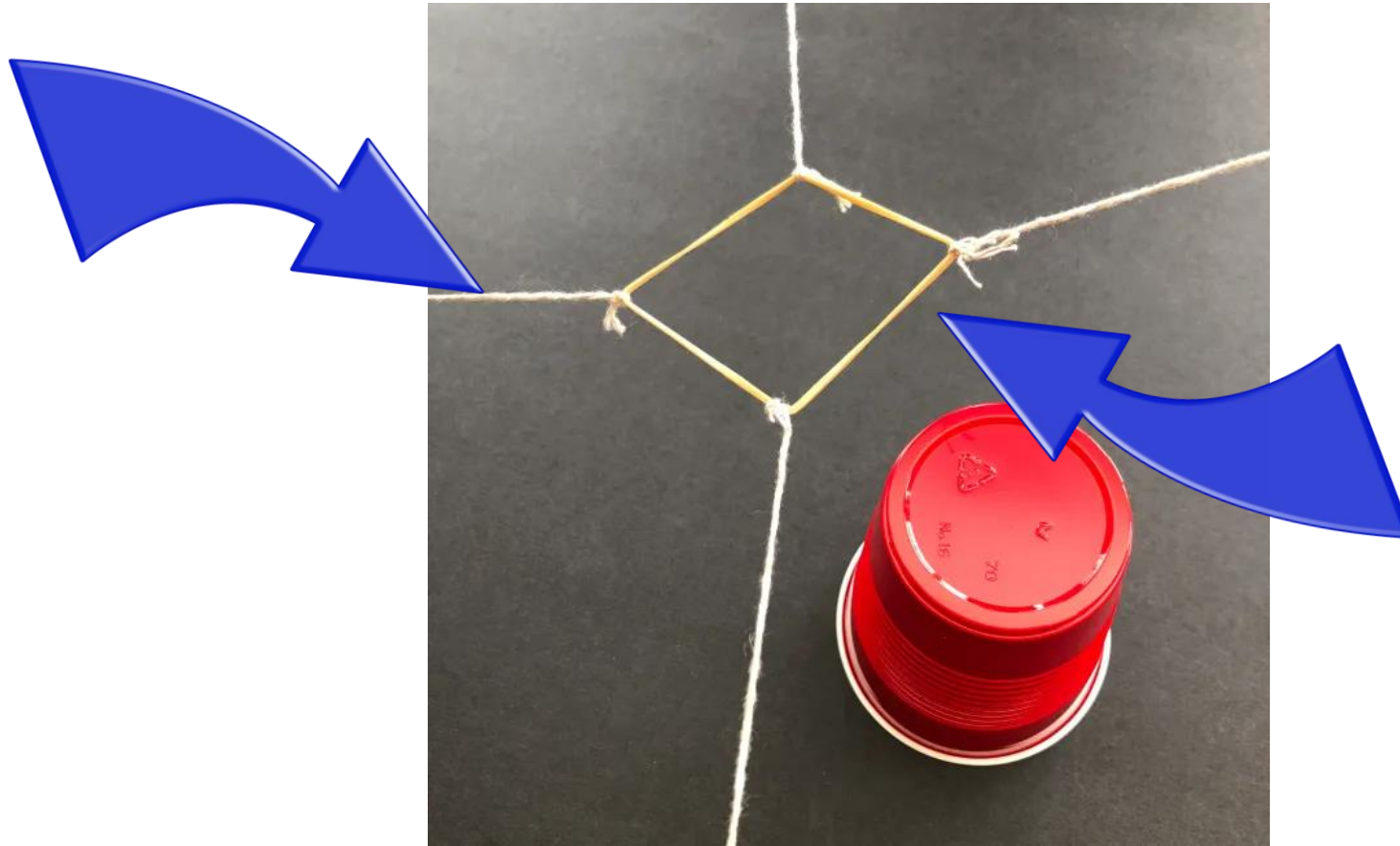
**FROM
THIS**



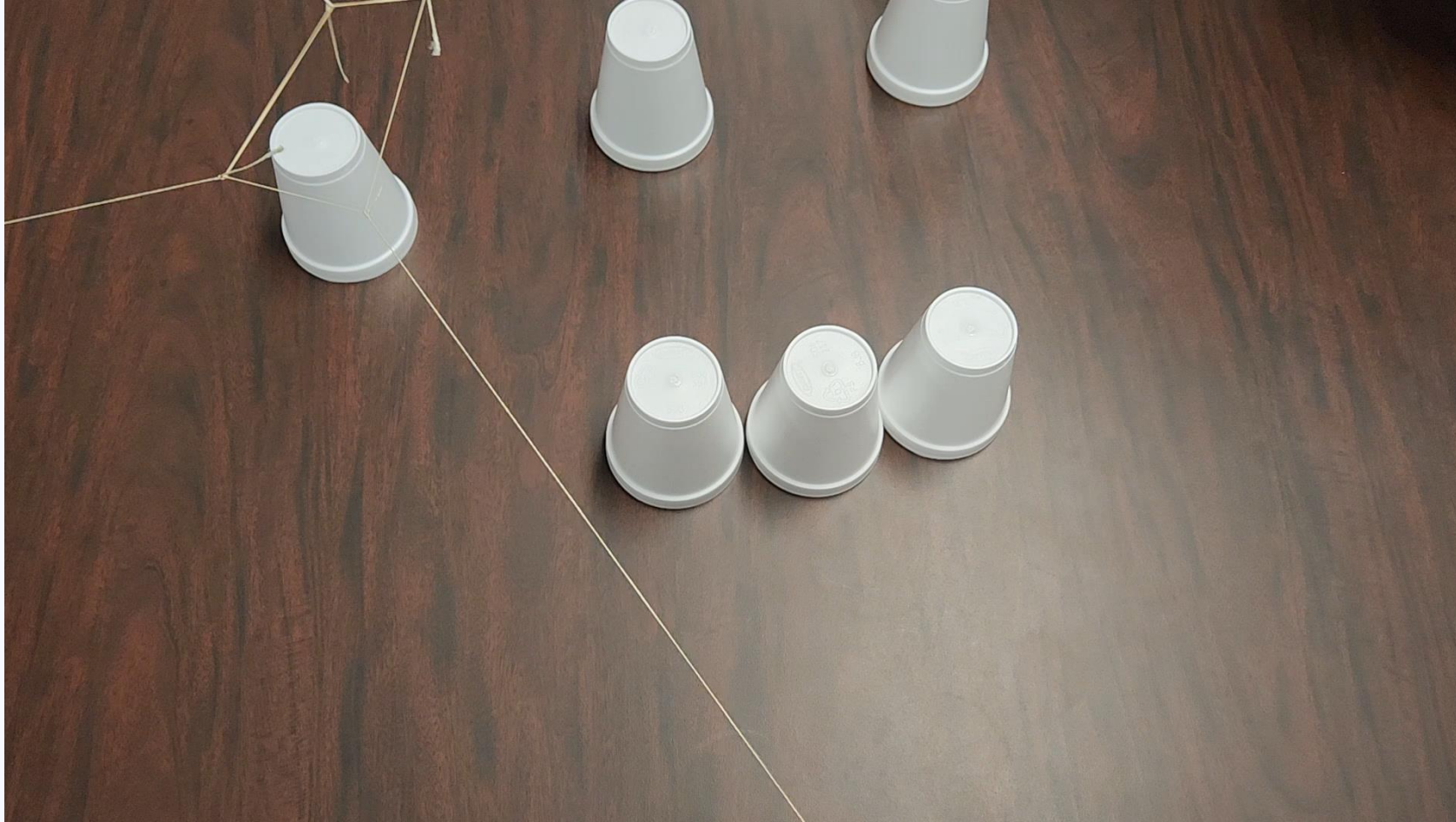
TO THIS



BUT YOU CAN ONLY USE THIS



WHAT IT LOOKS LIKE



Focus Process: USING STRING AND RUBBER BANDS		Challenge: STACK IN 5 MINUTES
Target Condition Achieve by: _____	Current Condition	Experimenting Record
		<hr/> Obstacles Parking Lot

LEARNER CLASS TOOLS STORYBOARD

- CHALLENGE: STACK IN 5 MINUTES
- FOCUS PROCESS: USING STRING AND RUBBER BAND



WHAT IS
STOPPING YOU?



Obstacle Parking Lot

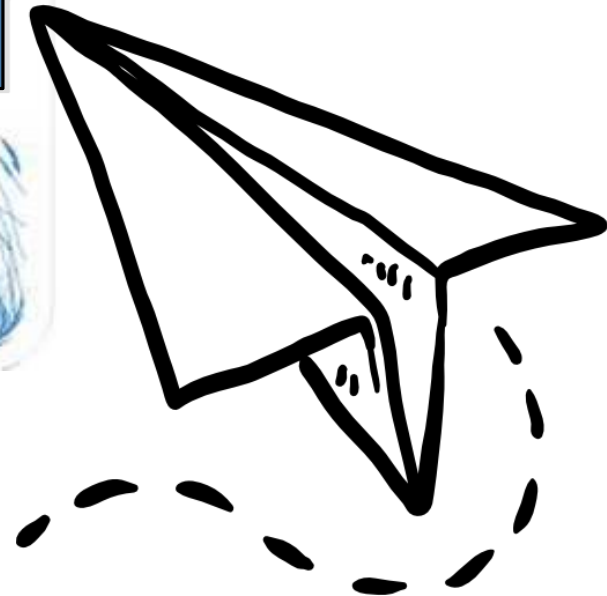
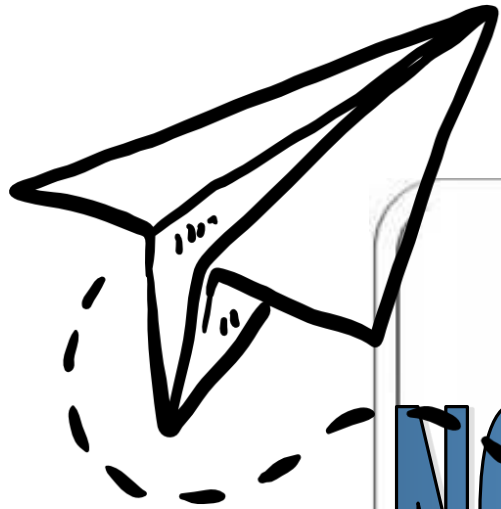
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____

EXPERIMENTING RECORD

- THIS IS WHERE LEARNING TAKES PLACE.
- THIS IS WHERE WE LEARN NOT TO ASSUME WE ALREADY KNOW THE ANSWER.
- BY ACKNOWLEDGING THAT WE DO NOT KNOW THE ANSWER, WE ARE TRULY ABLE TO EXPERIMENT ON OUR PROCESS

EXPERIMENTING RECORD <i>(Each row = one experiment)</i>					
Obstacle:		Process:			
		Learner:	Coach:		
Date & step	What do you expect + metric	Do a Coaching Cycle	Conduct the Experiment	What happened	What we learned

TOYOTA KATA – COACHING CLASS



COACHING KATA CARD

COACHING KATA

The Five Questions

- ① What is the **Target Condition**?
- ② What is the **Actual Condition** now?
-----(*Turn Card Over*)----->
- ③ What **Obstacles** do you think are preventing you from reaching the target condition?
Which **one** are you addressing now?
- ④ What is your **Next Step**? (Next experiment)
What do you expect?
- ⑤ How quickly can we go and see what we **Have Learned** from taking that step?

*You'll often work on the same obstacle with several experiments

Reflect on the Last Step Taken

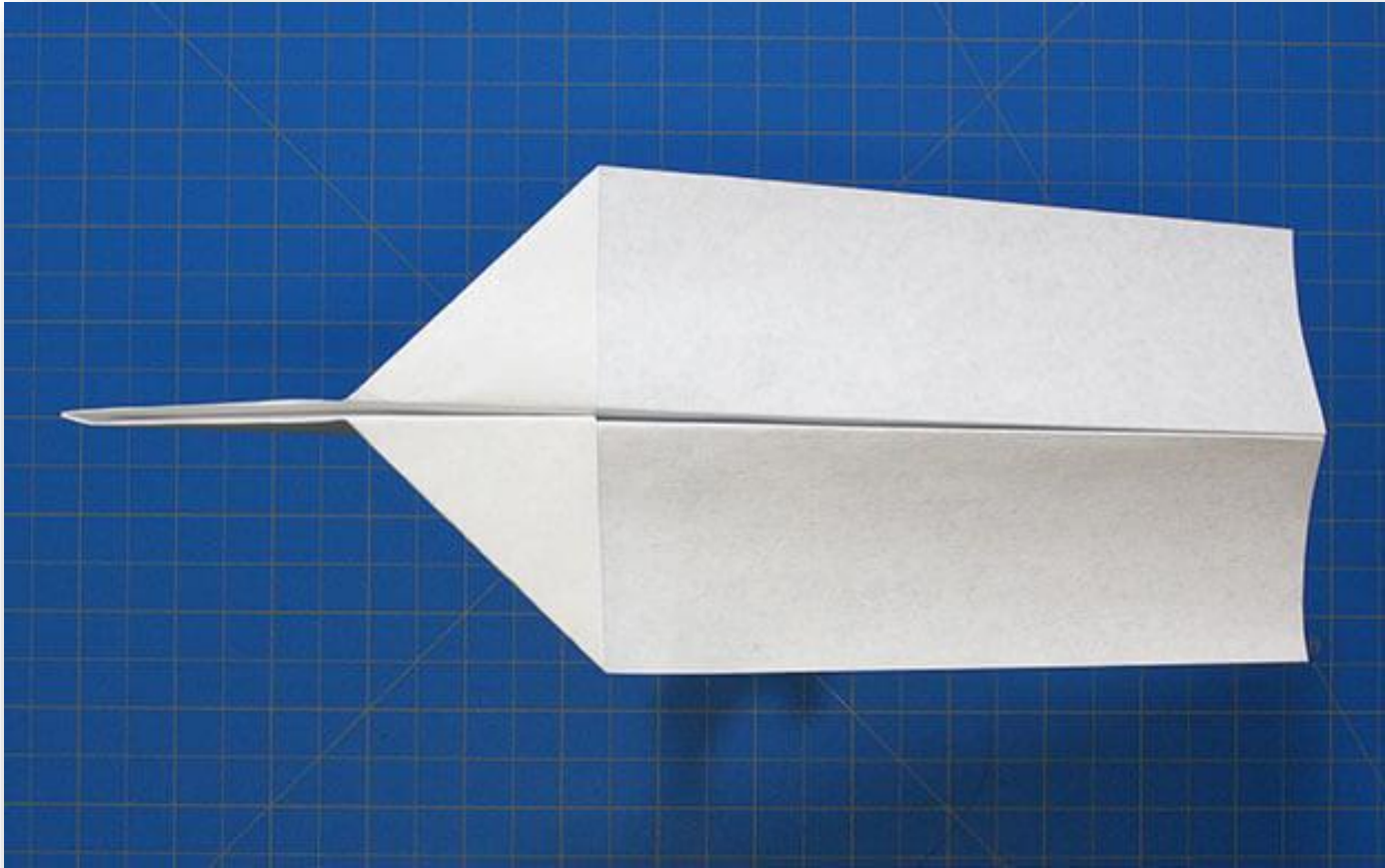
Because you don't actually know what the result of a step will be!

*Have the learner state the **obstacle** being worked on*

- 1) What did you plan as your **Last Step**?
- 2) What did you **Expect**?
- 3) What **Actually Happened**?
- 4) What did you **Learn**?

----->
Return to question 3

THE FIRST MODEL

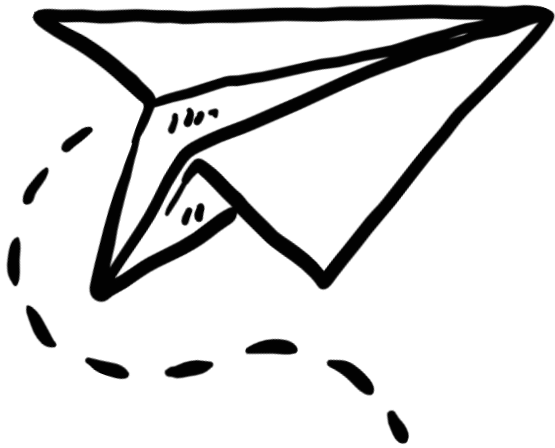


TYPICAL RESULTS



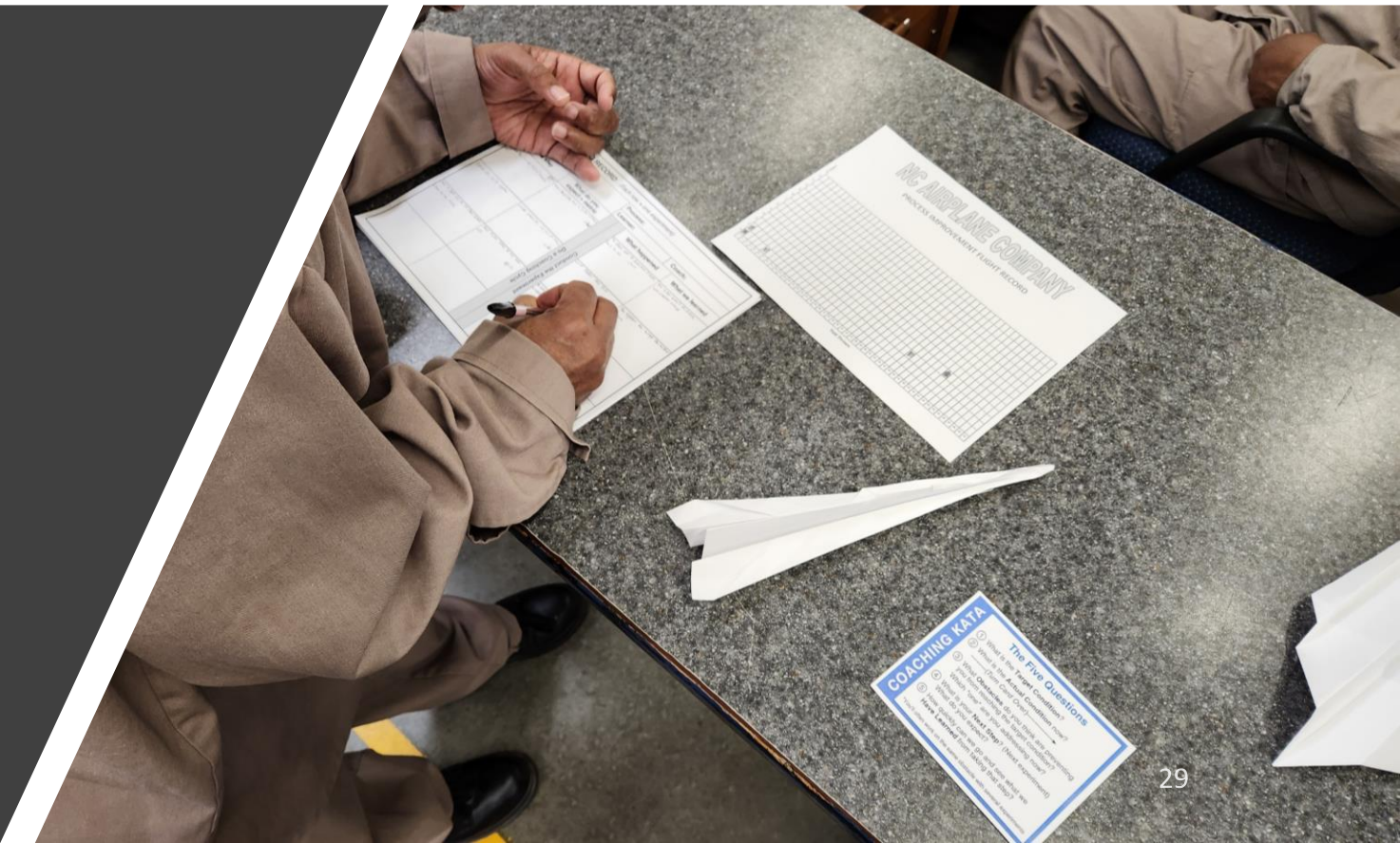
THE CHALLENGE

- THE CHALLENGE DISTANCE: 50FT
- ONLY 1 CHANGE CAN BE MADE PER EXPERIMENT
- 1 PAPERCLIP MAY BE ADDED, BUT NOTHING ELSE.





COACHING CLASS



COACHING KATA

The Five Questions

- 1. What are the Top 3 Priorities?
- 2. What are the Top 3 Obstacles?
- 3. What are the Top 3 Challenges?
- 4. What are the Top 3 Opportunities?
- 5. What are the Top 3 Risks?

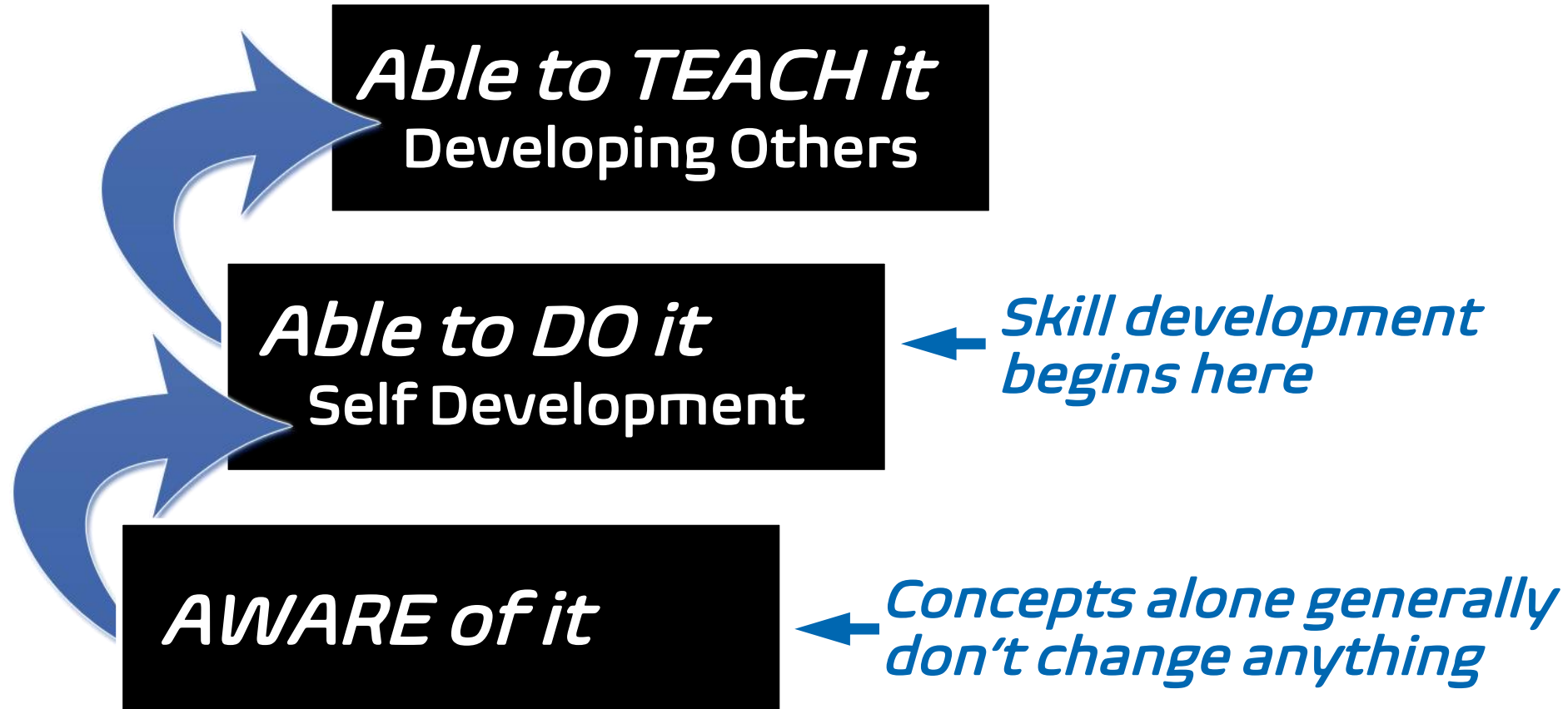
How to Use: Write down your answers to the five questions. Then, discuss your answers with your coach. This is a great way to get feedback and improve your performance.

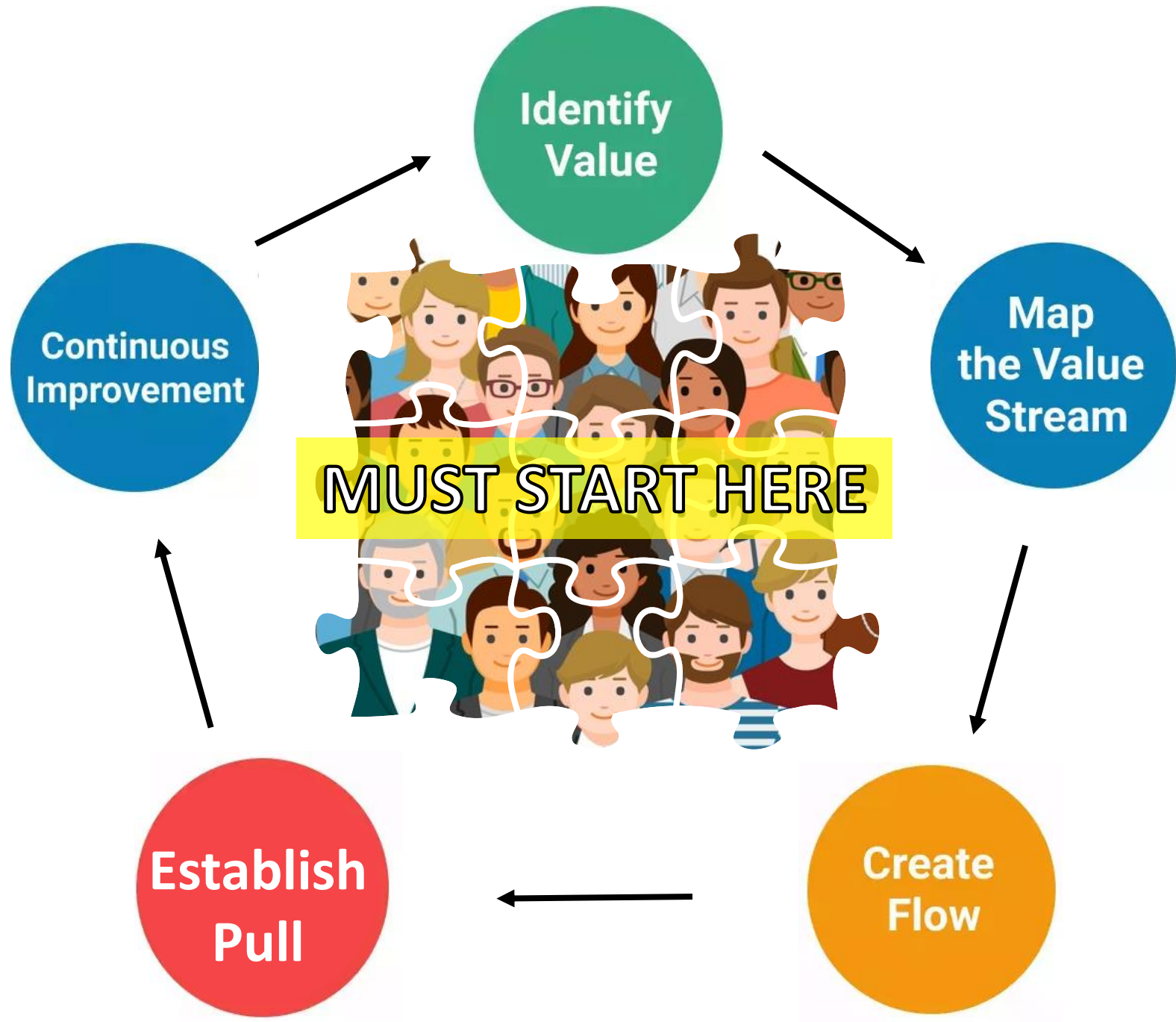
A SHIFT TO “21ST CENTURY LEAN”



GETTING THERE IS THE CHALLENGE

One obstacle: Managers must be *Learners* first





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