• Plant Manager – Randy Blaschke
• 177,000 sq. ft. facility
• 431 Employees

• Products
  • Transfer case components
  • VVT components
  • Timing drive components
  • Water pump sprockets
  • Balance shaft sprockets
  • Compressor valve plates
Plant Manager – Steve Fairbanks
150,900 sq. ft. facility
274 Employees

Products
- Timing Drive Components
- Water Pump Sprockets
- Transmission Gears and Shafts
- Balance Shaft Gears
- Scissor Gears
- H/P Aftermarket Timing Components
Major Customers

- GM
- INA
- iwis motorsysteme
- NISSAN
- AISIN
- HILITE INTERNATIONAL
- TSUBAKI
- O'Reilly AUTO PARTS
- NAPA
- BorgWarner
- Hitachi Unisia
### MPG KATA DEPLOYMENT

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
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<th>2017</th>
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</table>

- **VSM**
- **BUZZ**
- **BOOT CAMP #1**
  - #1 IK/CK
  - #2 IK/CK
  - KATA OF KATA
MPG KATA DEPLOYMENT

AWARENESS

VALUE STREAM MAPPING

BILL KRAUS – EXTERNAL KATA COACH/INSTRUCTOR

KATA BOOT CAMP

BRANDON BROWN—EXTERNAL MASTER KATA COACH

BUZZ ELECTRONICS WORKSHOP

SUBIACO - MARCH 2015
MPG KATA DEPLOYMENT

AWARENESS

WILLIAM CHILDS – PROCESS ENG. MGR.
BRAD NELMS – DIRECTOR OF ENG.
RANDY BLASCHKE – PLANT MANAGER
JOHN BRANDT – VP OF QUALITY & CI
RONNIE ADKISON – DIRECTOR OF HR
TONY WEBSTER – CI / EMPLOYEE DEVEL.
GLEN INMAN – QUALITY & CI MANAGER
<table>
<thead>
<tr>
<th>Year</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
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**2015**
- VSM
- BUZZ
- BOOT CAMP #1
  - #1 IK/CK
  - #2 IK/CK
  - KATA OF KATA

**2016**
- VSM
- BUZZ
- BOOT CAMP #2
  - #3 IK/CK
  - #4 IK/CK

**2017**
- VSM
- BUZZ
- BOOT CAMP #3
  - #5 IK/CK
  - #6 IK/CK

- MPG AG MEMBERS TEACH 3 SUBJECTS IN BUZZ / BOOT CAMP #2
- MPG AG MEMBERS TEACH ADDITIONAL SUBJECTS IN BUZZ / BOOT CAMP #3
JOHN BRANDT – VP OF QUALITY & CI AG 2nd COACH AND TEACHING "UNDERSTAND DIRECTION" AT BOOTCAMP

GLEN INMAN – QUALITY & CI MANAGER AG 2nd COACHING AND TEACHING PDCA AT BOOTCAMP

SANDY HUNTER – ASST. PLANT MGR – AG LEARNER AT PARIS, AR AT BOOTCAMP

STEVE FAIRBANKS – PARIS PLANT MGR AND AG LEARNER AT BOOTCAMP

ABLE TO DO IT
MPG KATA DEPLOYMENT

ABLE TO TEACH IT
MPG KATA DEPLOYMENT

<table>
<thead>
<tr>
<th>2015</th>
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<td>Q1</td>
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- VSM
- BUZZ
- BOOT CAMP #1
  - #1 IK/CK
  - #2 IK/CK
  - KATA OF KATA

MPG AG MEMBERS
TEACH 3 SUBJECTS IN
BUZZ / BOOT CAMP
#2

- VSM
- BUZZ
- BOOT CAMP #2
  - #3 IK/CK
  - #4 IK/CK

MPG AG MEMBERS
TEACH ADDITIONAL SUBJECTS IN BUZZ / BOOT CAMP #3

- VSM
- BUZZ
- BOOT CAMP #3
  - #5 IK/CK
  - #6 IK/CK

MPG AG MEMBERS
TEACH ALL SUBJECTS IN BUZZ / BOOT CAMP #4

- VSM
- BUZZ
- BOOT CAMP #4
  - #7 IK/CK
  - #8 IK/CK
  - #9 IK/CK

PARIS

- VSM
- BUZZ
- BOOT CAMP #5
  - #10 IK/CK
  - #11 IK/CK

- VSM
- BUZZ
- BOOT CAMP #6
  - #12 IK/CK
  - #13 IK/CK
  - #14 IK/CK

PARIS

- VSM
- BUZZ
- BOOT CAMP #5
  - #15 IK/CK
  - #16 IK/CK

PARIS

- VSM
- BUZZ
- BOOT CAMP #5
  - #17 IK/CK
  - #18 IK/CK

- VSM
- BUZZ
- BOOT CAMP #5
  - #19 IK/CK
  - #20 IK/CK

- VSM
- BUZZ
- BOOT CAMP #5
  - #21 IK/CK
  - #22 IK/CK

22 IK/CK BY 2ND QUARTER 2017

18 IK/CK
IMPLEMENTED AFTER FIRST 2 YEARS

AWARE OF IT
ABLE TO DO IT
ABLE TO TEACH IT
ABLE TO EVOLVE IT
ABLE TO Evolve IT

Expressing and Understanding Variation

Welcome!

What Clarifying Questions Do You Need To Ask?
RESULTS: TWO SIDES OF A COIN

PEOPLE DEVELOPMENT

The Coaching Kata

*Pattern for Teaching the Improvement Kata*

Standardized approach to facilitate Improvement Kata skill development in daily work

PROCESS IMPROVEMENT

The Improvement Kata

*Where do you want to go, then iterate to get there*

Advancing toward something beyond your threshold of knowledge in a systematic, scientific way

© Mike Rother / Improvement Kata Handbook
MPG KATA DEPLOYMENT

PEOPLE DEVELOPMENT

**TRANSFORMATIONAL THINKING**

- It’s ok to be wrong, that’s how we learn
- Even if you think it’s not going to work, try it and see what happens
- Don’t rely on personal knowledge
- Be persistent, it often takes multiple attempts to break through an obstacle
- Improvements that seem small add up to big gains
- The power of asking why
- Realization of the power of process characteristics, process metrics, and outcome metrics

**TRANSFORMATIONAL BEHAVIOR**

- Hold it... then tape it... then weld it
MPG KATA DEPLOYMENT

PROCESS IMPROVEMENT

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<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
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<tr>
<td>CHALLENGES LAUNCHED</td>
<td>KATA 1 $134,054</td>
<td>KATA 2 $53,858</td>
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TOTAL = $1,053,798
THANK YOU