

LBB Self-Assessment Table.xls

Performance Dimension	0 points	10 points	20 points	30 points	40 points	50 points	60 points	70 points	80 points	90 points	100 points	Sub Score
Lean Methods	Knows basic lean methods & tools (5S, VC)			Knows intermediate lean methods & tools (SMED, TPM, Kanban, etc)				Knows most lean methods & tools (ZDQ, Pull, Kaizen, VS Mapping)			Knows all lean methods & tools (Heinunka, One-Piece Flow, STW, TWI)	
Lean Leadership/Change Agent	Score of 0 on Quality Leadership Assessment	Score of 50 on Quality Leadership Assessment		Score of 150 on Quality Leadership Assessment		Score of 250 on Quality Leadership Assessment		Score of 350 on Quality Leadership Assessment			Score of 500 on Quality Leadership Assessment	
Lean Transformation Ruler	Score of 1.0 on the Transformation Ruler			Score of 2.0 on Transformation Ruler		Score of 3.0 on Transformation Ruler		Score of 4.0 on Transformation Ruler			Score of 5.0 on Transformation Ruler	
Lean Projects	Is assigned projects and works on projects as directed.			Completes 3 projects per year (plant site or value stream).				Initiates and completes 6 projects in value streams every year.			Initiates and completes 12 projects in value streams every year.	
Lean Teamwork	Works independently on lean projects			Sometimes works with others on teams implementing lean		Facilitates Minor Kaizens of 2-4 people on the team		Facilitates Major Kaizens with 6-10 people on the team			Involves others, even 6 Sigma BBs, on teams implementing lean & SS	
Lean Management Advisor	Doesn't talk much to management about lean			Participates in operational meetings discussing lean		Works with managers establishing strategy and tactics for lean		Does daily/weekly GEMBA walks with managers in VSS			Influences managers (all levels) to manage via lean metrics	
Lean Knowledge Transfer	Teaches one or two lean courses during the year			Teaches 4 lean topics per year		Teaches 6 lean topics per year		Teaches 10-12 lean topics per year, writes lean technical papers			Is a technical resource on lean	
Lean Quantitative Results	Can't show any tangible results from lean work he/she has done			Can verify he/she returns 4X his/her salary in lean results per year		Returns 6X his/her salary in lean results per year		Can verify he/she returns 10X his/her salary in lean results per year			Uses Lean Accounting metrics (value stream and cell) to show results	
Lean Technical Communications	Circulates technical journals on lean once in a while			Writes up lean project reports and circulates in the company				Writes and distributes 4 technical papers on lean per year			Maintains a Center of Excellence for Lean within the company	
Lean Self-Improvement	Has not taken any coursework or read any books to improve self			Reads lean books and takes some courses to improve self		Maintains SME, AME, and ASQ membership		Attends outside seminars and conferences on lean			Holds benchmarking visits from other companies who want to learn about lean	
											Total Score	