



August 2011

e-LEAN update

Governor's Continuous Improvement Award, State Leaders Conference Announced

More tangible evidence of Governor Mark Dayton's commitment to innovation and continuous improvement within Minnesota state government was provided with the recent announcement of the 2011 Governor's Continuous Improvement Awards, and an upcoming leadership conference.

The awards will recognize exemplary examples of team and individual efforts within Minnesota state agencies that have provided measurable and sustained improvements in customer service, reduced cost and defects, and/or provided for organizational efficiency.

Nominations will be accepted from August 8th through September 19th. For more information on the award, the nominating process, or to download a nomination form, go to the Enterprise Lean website at www.lean.state.mn.us

The Continuous Improvement Leadership Conference will provide a forum for state agency commissioners, deputy and assistant commissioners to hear about the Governor's vision for improving the efficiency and effectiveness of state operations. It will also provide information to these leaders on how to create the infrastructure to support and grow such efforts, and include recent examples from a variety of the agencies on actions and success they have achieved. The conference will be held on September 14.



2010 Award Winners: Dept. of Corrections: Advanced Leadership Development Team—Warehouse Supply Team

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Are you Lean?

More than 4,000 people have participated in Lean activities — how about you? Visit the [Lean website](http://www.lean.state.mn.us), www.lean.state.mn.us, for opportunities to get involved in Lean efforts in your agency!

Hiring Kaizen Event MnSCU Office of the Chancellor



The Office of the Chancellor at the Minnesota State Colleges and Universities (MnSCU) system hosted a Kaizen event August 1 to 4 to examine the hiring process.

The goal of the Kaizen event was to reduce the amount of time needed to fill vacancies by 50 percent and to make the hiring process more clear and consistent. The Kaizen Team observed that the current hiring process included too many non-value-added steps and needed more standardization.

The Kaizen team developed a streamlined process that will reduce the process time by 62 percent for vacancies not needing classification and 54 percent for vacancies needing classification.

The streamlined process will reduce the amount of time needed to fill a vacancy, increase the likelihood of a successful hire, use staff time more efficiently, and increase staff satisfaction and trust in the process.

With system-wide support and excitement for the streamlined process as well as commitment to process improvement in general, the Kaizen team plans to fully implement the changes by December 1. Tracking, measuring and reporting hiring metrics will begin December 1 and be ongoing.

MnSCU operates 54 campuses in 47 Minnesota communities and employs more than 18,000 people.

Upcoming Events

See [LEAN Online](http://www.lean.state.mn.us), www.lean.state.mn.us, for current training and events:

Aug. 8, Nominations open for Governor's Continuous Improvement Awards

Aug. 9, Isanti County Lean 101 Training

Aug. 30, Lean 101 Training, **Registration open**

Aug. 31-Sept. 1, Kaizen Facilitator Training, **Registration full**

Sept. 6, Crow Wing County Lean 101 Training

Sept. 14, Continuous Improvement Leadership Conference

Sept. 19, Nominations due for Governor's Continuous Improvement Awards

Oct. 6, Olmsted County Lean 101 Training