



Dept. of Health eliminates 1500 lbs. of waste, p. 2

e-LEAN update

Innovation — and other dirty words

Disclaimer: The following is a work of satire.

Innovative employees can be trouble. They are always thinking about changing stuff and making suggestions on how to do their job more efficiently and effectively. Who has time for that nonsense? You've worked hard to achieve your position of authority and power, so if innovators are starting to sneak into your workplace, here are some time-tested ways to stymie them and maintain your personal status quo.

Protect your power. When we have information, we have power. With power, we can grow our authority. Some innovators want to share knowledge and information so others can be successful. Are you kidding me? Hoard information like gold and protect yourself from those who want to know what you do.

Micro-manage. You know what you want from your employees. Who are they to suggest there might be a better way? So stay alert and watch them constantly to ensure things get done exactly as they have always been done. Changes can happen if you don't stay vigilant.

Hire employees looking for safety. Innovation happens when people stretch outside their comfort zones – don't let them stretch! Find people who primarily want security. Stay away from troublemakers who want to “change the world.”

Reward caution and marginal success. Reward employees for marginal and safe projects and punish them for mistakes when they ‘swing for the fences’. They will quickly get the idea. This is subtle – but don't worry – people will figure out your reward system in a hurry. This technique has the added benefit of propagating itself up and down the management hierarchy.

Don't let customers tell you what to do. Customers can be so annoying. Who is in charge anyway? Some innovators think we should try to meet customer needs. Please! We're here to solve *our* problems, not theirs. And stay away from unhappy customers – if we aren't getting the job done now, we don't really care what they say.

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Are you lean?

More than 4,500 people have participated in Lean activities — how about you? Visit www.lean.state.mn.us to get involved in Lean efforts in your agency!

Minnesota Department of Health 5S Event

The Department of Health's Indoor Environments and Radiation Section made May 17 5S Day, cleaning out 1500 pounds of trash, paper and surplus items.



5S is a Lean method for creating a clean, safe, orderly and high performance work environment. The 5 S's are Sort, Straighten, Shine, Standardize and Sustain.

During 5S Day, Indoor Environments and Radiation Section staff cleaned, disposed of broken or outdated items, shredded unnecessary paper, and returned necessary documents to their rightful place. By the end of 5S Day, the collected volume of waste would have filled a 10-yard dumpster.



Congratulations to the Indoor Environments and Radiation Section staff!

The Indoor Environments and Radiation Section is part of the Department of Health's Environmental Health Division, which works on natural and man-made environmental issues, including air quality and radiological exposures.

Upcoming Events

July 10, Lean 101, Registration Full

July 11-12, Kaizen Facilitator Training, Registration Full

July 16-19, Board of Psychology Kaizen Event

July 24, MDH Lean 101

July 26, MN State Courts Lean 101

Aug. 8-10, Assoc. of MN Counties Lean Training

Aug. 14-17, DEED Kaizen Event

Aug. 23, Mille Lacs County Lean 101

Aug. 28, Lean 101, Registration Full

Aug. 29, MDH Lean 101

Sept. 5-6, Kaizen Facilitator Training, Registration Full

Sept. 12, Assoc. of MN Counties Train the Trainer

Sept. 21, Wright County Lean 101

Oct. 22, Lean 101, **Registration Open**

Oct. 23-34, Kaizen Facilitator Training, **Registration Open**

View all Lean events at www.lean.state.mn.us/calendar