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Cultural Kaizen: The Story of How Simple Concepts Can Transform an Organizations Culture, Engagement and Bottom-Line.

By Paul W. Swaney III

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Paperback. 232 pages. Dimensions: 9.0in. x 5.9in. x 0.7in. Cultural Kaizen is a business novel that focuses on the lean transformation of a process manufacturing site and subsequent cultural impact of the transformation on the people who work there. The books introductory chapters focus on an operations managers personal struggle while working at a site that has a severely negative culture. The site is undergoing a fake lean transformation (Focused on the tools; not the business process). The first two chapters demonstrate the effects of a negative culture on an employee. The operations manager is offered a new position as the plant manager of a broken chemical plant. This is a large step for the new plant manager, but he agrees because he will do anything to get out of the negative cultural situation he is currently experiencing. The plant manager arrives on site and determines that a lean transformation is what the site needs to improve their performance. The plant manager uses his previous experiences as an example of What not to do. Above all else, he anchors the transformation with a respect for people. The...



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