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## Lean, a Faries Tale

# 改善



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There are many simple universal laws and principles man is subdued to. One of these is simple 'Trial and Error'. Mankind on earth has evolved that way until the point where one, dear reader, is standing right there and now. If one is willing to simply look around, on any given moment, on any given time, one sees these simple universal laws and principles at work. There is no bank, no school, no education nor commercial system that can teach you these specifically.

Great and wonderful thing is, no matter where one, and you dear reader, comes from, no matter the background nor the upbringing, 'Trial and Error' is in man's natural DNA by birth. The only differences here are the personal human differences and that has everything to do with Natural Born DNA called individual Talent and Soft Skills.

Here we will undo commerce from the concept and hype of 'lean'. For lean, no more, no less, in essence is a commercial product derived from a very simple universal principle ...'fall flat on your face and stand up again...' No more no less. Did you were rewarded by your parents when you fell as a kid and got up by yourself again? Did your teacher on high school rewarded you with a green belt It when you understand the subject or matter second or third time? Does your boss rewards you when you finally 'get it' with a black belt? We didn't thinks so either.

It is human and perseverance to find out what works for us, how it works and will become part of us by repetition. One also will find out this way what isn't suited or becoming, individually. So why a steep course for what is in our system anyway? Want a coloured belt? Buy one or start to pick up a martial art and forget commerce. The universal principle and concept is for every individual on this world the same and in its system, yours also, dear reader. To become more aware of this simple universal principle and benefit of it in the individual organization or business, there perhaps can be is the need to establish common ground.

This document provides, free of charge, these common grounds for enterprise and organization, business, social or public entity . These common grounds, one likes to master are simply and safely, commerce free. Simple Universal Principles are a working substance in any business endeavour, yet one is not looking at it that way  
Does one feel the need still to consult a commercial party to implement, it's all up to one selves. It is a free world after all.

*Best of Luck in any endeavour you're pursuing...*

*RC 2004*

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gǎishàn, gōi sin, kó-i-san, kái-siān, 改善

Chinese variations of the word Kai Zen, as once Japan derived it from. No matter any debate or view, the most elementary and essential meaning of the word common used freely

translated: **To Improve**

This is simply to establish common ground in terms of this document and our interpretation of the meaning of Kai Zen as is. Regardless any debate simply think for a moment of this concept, 'to improve'. Freely translated, in any shape and form, one may say, to make better, to undo error, to prevent error, strive to perfection. No matter one's personal taste or choice, put a commercial stamp on it and you'll have

**'Lean!'**

No matter if one dresses it all up with all kind of principles and non-adding terms, the principle in its essence remains the same and for all simply to understand; **'To Improve'**. It doesn't matter if one applies it to a process, to a way of life, to a product, to behaviour, to a way of looking at matters, This is simply already in one's natural DNA by birth. Obvious without many of you, dear reader, realizing just that. *One trips, one get's up, (wo)man experiences and learn that 'a way', is not working for one, so one will look for a better way or one may conclude that a certain way or method doesn't fit one's character and one will go and try something else.*

So, Kai Zen is in one's DNA by nature , only, one doesn't look at it this way and there you have it. There are, however, a number of essential common grounds to establish anywhere one wants to implement, emphasise and make Kai Zen/lean part of the every days process. The prior principles apply just as elementary as any other thinkable principle. Here after we will present them to you in most plainest of form. Just follow the 'yellow brick road' and surely one will get the hang of Kaizen.

Or ... one is choosing the commercial way and open their wallet. We are most happy to provide you with our banking details upon request.... 'IT' all involves your choice...

**RC**

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## Cohesion

In order for Kai Zen to be implemented and benefit to fullest extent, **Cohesion** is a requirement. There is a distinct difference between the way cohesion is treated in the modern west versus the ancient orient, moreover in this instance, **the Japanese way**. From Japan, where western commerce has copied Kai Zen from, cohesion always has been part of the Japanese natural DNA. A Japanese individual devotes her or himself to an organization, enterprise, social or public entity, thus becoming valued member of a Family, and commits here or his working life to that organization, enterprise, social and public entity, Family. The organization or enterprise on it's turn takes responsibility to create a prosperous and save environment for every 'family member'.

This way of behaviour goes deep since every Japanese individual has a place in the 'grand order' of Japanese society and takes pride out of it. Another aspect here is the sense of mutual responsibility. Every 'family member' has a responsibility to other 'family members' up to the highest extent thinkable. Here we like to refer to all kind of Japanese publications covering this aspect of Japanese society. For this moment we satisfy ourselves to create a basic image.

## Everyone it's place

Every individual in Japan is 'a proud member of...' Family, club, organization, or any social entity thinkable where the individual sense of Responsibility and Loyalty. Once one has 'joined', one remains Responsible and Loyal till the end of existence. In that respect every Japanese individual has her/his place and in terms of Kai Zen, if one, or the organization deems one is not in her or his rightful place, something very imaginable, all strive to find one's rightful place in the structure. For sense of Responsibility and Loyalty is an unspoken mutual aspect of Japanese society. Here one, dear reader, already sees the contours of Kai Zen in progress.

## Giri

Roughly translated 'Duty', in every Japanese individual DNA, **Giri**. Sense of Duty, Responsibility. This in correlation to other individuals, to one's family, to one's organization, business, social and public entity. This also is a common aspect in the Japanese natural individuals DNA. It is simple part of Japanese being and thus a way of life. Here we conclude the summing up of the most essential requirements to achieve the highest reachable in terms of implementing **Kai Zen/Lean**. Surely there may be other aspects to mention yet the 'tread' here is to illustrate and demonstrate very important differences between the Oriental and western ways of life.

Please bare in mind that there is no such thing as 'a little Kaizen/Lean'. Either one implements Kai Zen/Lean or one simply moves on. Again, it is all about choice. This document simply is demonstrating that one doesn't need to propose great budget to implement these.

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## **Western way of conducting business**

As portrayed previous there is a world of differences between the US, European way of life, cohesion, looking at things, commercially and other wise and the Oriental ways. It is most important to address these in the beginning to have a uniform understanding what makes the implementation of **Kai Zen/Lean** a successful endeavour or a very commercial yet dear strategy, where one has to wonder if implementation of the **Kai Zen** basics and principles are added value to the western ways of conducting business in any individual business entity.

## **Acquiring emphasis**

The American and European way of conducting business, compared to the oriental way, are obvious. Here the social cohesion by far can't be compared to the Japanese, for instance, since 'human' in the western commerce is often just a 'commodity' or asset just to increase production, productivity and thus profit.

That also means that all techniques, processes, methods and means are set up and maintained for the common objectives of financial/material accumulation, profit, rather than maintaining durable cohesion for the common good. Especially since the EU economy is changing, people are becoming less relevant for cost sake.

## **Opposites**

The ways in western commerce is, compared to 'members' of society, organization, business, social and public entities, are the complete opposite. Therefor **Kai Zen**, it's principles and need for implementation may all of a sudden become a very dear commercial endeavour rather than the added value as in the orient it is simply acustom. In the west 'Lean' (Kai Zen) simply is a commercial commodity, a product.

## **Family vs commerce**

Where in the oriental way cohesion is a basic ingredient to uphold and improve Kai Zen, the opposite ever so often is happening in de US and Europe. When things economically are getting worse, laying of human capital, or family capital as illustrated earlier, is more common than the sense and urge to find ways to sustain and thrive as cohesive entities in economic uncertain times. If 'family members' haven't perspective on loyalty and cohesion, once that is lost, trust will be lost and very hard to be regained.

## **Viability**

One here may ask oneself what the added value is in terms of viability to incorporate 'a way' of Kai Zen/lean where the costs may outweigh profit in terms of ROI and with respect to prior. To implement **Lean** a certain state and awareness is required and that takes time, maintenance and dedication. In the least one now is able to consider this matter much more objectively wheather **Lean** is of added value to the organization, enterprise, social or public entity.



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*So you still are here?*

Still interested in the matter? Even wanting to implement the concept of **Lean** successfully and, if possible, free of charge? Good. Here we will lay down the simplest outlines, simply to adjust to one's liking ones purpose or need and one's organization, enterprise, social or public entity. We also shall name pitfalls as learning curve. The way it is presented is 'as is', without any commercial objective or scope, since all western types of commercial, social or public types of entity may be subject to variation. However, the concept of Kai Zen is an ancient and universal principle, in essence thus free of all kind of (wo)man designed limitation..

## **Cohesion**

In order to be successful, in any endeavour one may think of, one needs cohesion. Simply put, if one has a commercial enterprise, one needs customers. No matter which chosen product, service, commerce, the enterprise need customers. The more customers, the more successful the enterprise thus one needs cohesion of workers and customers. Cohesion within the organization or enterprise means that each member is of utmost importance and 'member of ...' But also commercial cohesion. Being a member of also means 'having eye for...' in the endeavor.

No customers, no commerce, as simple as that. It means that one has to think of commercial ways to draw the attention of customers, cherish the customer, please the customer, wow the customer and it all done for one simple principle, profit. No profit, no enterprise. Simple as that.

Cohesion also means that all 'members of the enterprise' needs the sense of importance. To also feel a Valued 'Member' of the enterprise. Regardless the cleaner, doorman, assistant up to all the members on the executive table. All need to recognise and emphasise that every member of the family matters and is equally important for the success of the family. This is not sole 'a thing' to be put on the agenda. It has to be a 'Living entity' on itself, in all familymembers.

## **Awareness**

There basically is nothing more to it than to graduate implement 'a way of ...' Regardless one likes to call it **Lean**, where in the end of a course one receives 'a belt...' as a reward, the reward for 'the family' is the reward of choice. The improvement of the enterprise, entity. The 'way of...' simply is a vehicle. **Kai Zen** starts with a way of looking at things in a distinctive manner and fashion. Raising that awareness is a graduate process where two things become of a Priority importance.

### **1. Announcement and visualisation**

### **2. Repetition**

Visualisation most times is the strongest mean of bringing things to attention of others. People are creatures of 'habit'. And 'habit' only can become part of an individual by raising awareness and repetition. When more people adopt 'habit', others by nature will follow. Regardless what that 'habit' is. There is an abundance world of examples out there.

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## **Many eyes see many things**

Since here we like to start with the assumption the organization, enterprise, business, social or public entity already exist, we start here.

Many eyes see many things. Here another universal law steps in. If one is occupied and focussed on an objective, one lightly is to overlook other probable important aspects. That is, if someone is lifting a heavy large object, it is very lightly that she or he can't see any object direct in front. That particular object may cause to be a hazard. Here we can do two things.

**A.** Do nothing, someone trips over and we all have a laugh. These days of modern techniques we take our smartphone, film the event and put it straight to YouTube. The fact that our family member is out of order for weeks and have to turn to chiropractic for weeks and the damage good and a delaying supply and frustrated customer is of minor importance.



**B.** Recognise the hazardous situation, as concerned member of the 'family' warn and protect our 'family member', harm and damage to good prevented and a valuable lesson learned. Keep floors clean and safe. By the way, the protecting family member was the kitchen aid. Nothing to do with sales or dispatching goods, just being there at any given moment.

Simply to illustrate that **Kai Zen** is a broad effort, concern and responsibility.

**Kai Zen** step: placing warning signs around as a reminder for all to be on guard



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## Reaching Habit by Repetition

It is very important to understand and cascade that man is evolved by repetition until the point that, whatever is repeated, has become part of man. This universal law still applies and is unchanged since beginning of man. In any instance this applies. On the production floor, but also on the tennis court, soccer fields or any activity one can think of here.

There is one simple exclusion: **Talent, rather, lack of ...**

Fortunate we have a very dynamic world where in essence every member is a unique individual with a unique set of talents and soft skills by natural born DNA. That also means that the affinity or talent for whatever activity or sport, simply isn't applicable to everyone since success is depending on other factors as well, read dependency to talent or physics for instance.



It is a universal principle that people are generally not talented in all thinkable ways therefore it is of importance to remember this simple fact. Habit by Repetition, will work stronger in generic used method and process in the organization, enterprise, business, social or public entity. Apply **Kai Zen** there and rapid improvement will be a tangible outcome.

To achieve just that all family members need to know, understand and be willing to adopt, 'a way...' And the beauty of it all? Nobody has to learn anything new at all. It's all in (wo)man's natural born DNA. Yet the awareness of 'that way...' is key here.

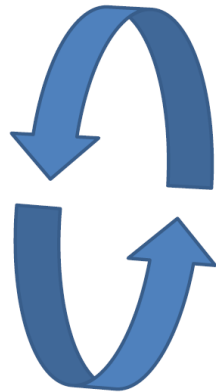


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There are people not minding to do every day what they were doing yesterday. Downside here is people get 'stuck' in routine and the longer one is 'trapped', the more difficult is to get one out of that .... Habit. The trick is to graduate change circumstances where people suddenly see something new, become curious and let themselves become involved. A change of light even may do the trick, without any real investment at all.



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Once a 'family member' feels appreciated, recognized, that 'family member' is much more willing to be involved, regardless where and how. That is what recognizing and appreciation will do to a person. So here one recognizes how to graduate shift focus of a family member to become an involving family member. The recognition may vary from occasional coffee and cake, mutual lunch, up to the employee of the month introduced. Whatever works to get family members involved and feel Valued and Appreciated.

## Kai Zen on the floor

Here is how it basically works when all simple universal laws and principles are applied in the organization, enterprise, business, social or public entity.

## Motion

No motion, no activity. No activity no progress. No progress, no production, no income no.... and so on. In order to set something in motion one has to think clearly what it is one wants to set in motion and achieve. Before being able to drive a car, one need to find the key and before setting a car in first gear or drive, on has to look at the display to see if there is sufficient fuel enough. It all involves a way of look and choice in essence.

## Habit

Habit here is when one is driving a car for years, one does this by habit without any thought at one point. Yet, there might be a moment one overlooks something ending up on the side of the highway, without fuel. **Kai Zen** way implemented: Have an alarm installed for the moment the fuel tank has reached its reserve state. Most cars have that any way these days, this is a simple example. This only works if one accepts fact that man grows by trial and error, in this instance, the factor error simply happens, being part of life and thus find solution on error, thus **Improve!** Any energy in angrer or frustration simply is a waste of energy since it doesn't change a completed past. One only can alter the future. This also applies to ideas that improves way of product, production and process. It is an endless motion once it is habit in every familymember.



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## **Generic and Basic Kai Zen/lean**

### **Announce**

Announce what it is you implement. Regardless one wish to call it Kai Zen or lean. Inform every one what will be implemented and why it is implemented. What is expected and what the objectives are. Be kind, be generous, it will be rewarded.

### **Create ' We/Us'**

Since in the west focus on cohesion is something entirely different then in the oriental ways, one needs to establish the sense of being member of .... This also means that initiatives need to be welcomed strengthen and enlarging that endeavour with sense of pride. People still remain habitual people so here establishing the 'exclusivity' of the corporate ' We and Us' will prove most beneficial in this endeavour. And this will pose to be easy. Why? People in general are animals needing ' a flock', any flock. So why not as wellbeing your organization, enterprise, business, social and public entity.

### **Repeat**

Mankind learns and remembers by repetition. Repetition also is key of performance improvement by any member of... Also graduate change of awareness is reached by repetition without budget. Only keen eye and time. Remember that once people starts with this, they will reflect it on others and it is universal that others like to mimic and follow if it is beneficial to the whole.

### **Habit**

Next to adoption and incorporation of Kai Zen the point of ' *habit*' will be reached.

Members of the

'family' will adopt the sense of urgency and need to take care, feel responsible for a family member if that is a common good.

*Here we give free of charge some great spin offs as beneficial*

### **- Codes of conduct**

Members intent to uphold a higher individual standard towards each other. Excesses like sexual harassment and ' targeting' people are soon banned because every individual wants to be part of a group with higher moral standards. So less peril in these areas.

### **- Pride display**

When members take pride in being a member of a group, organization, enterprise, business, social or public entity, they want to cascade that to others. A greater positive display sign to the outer world can't be imagined as these

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## **Create**

Continuous create the sense and urge, the need for improving the process, product, behaviour and loyalty to all members involved. Again here repetition and habit are most important essentials. A family member will be over 25% more productive, think more of business conceptual causes and cases and customers when 'emotionally bond' with an organization then when living in fear of being laid off.

## **Reward**

Reward all in the end by display pride in what is achieved and reward especially keys who have been of benefit to process, product and behaviour by way of showing it is all for the common good of all in the family.

## **Do it all over again.....**

### **In the end one doesn't need**

- Extra process or procedure

**Kai Zen** is all about awareness and realising that every member is equally of importance and 'a need for 'the whole'. Any organization, enterprise, business, social or public entity, has its own procedures and processes. Don't be trapped one should have to implement more processes or procedures if not desired. Simply adjust the need in small tangible steps.

- Extra budget

**Kai Zen** is all about raising awareness to '**Make Better**' of what already is there. Part of making things better is also seeing to it less needs to be spend caused by poor process, poor quality, ignorance, disfunction or disinterest. Sure one can decide to invest financially into 'the Family' and its products. Yet for the implementation of Kai Zen/lean, it is of no importance.

- New positions

**Kai Zen** is not a commodity nor product that needs to be monitored to success rate and all kind of commercial derives like ROI and such. Since the existing processes and procedures let one know there is increase by improving, the instruments and people ordinarily are already in place. Again, it is an awareness, a mindset.

- Expansion

**Kai Zen** is not a 'product' urging the organization, enterprise, business, social or public entity to invest for expansion. **Kai Zen** is 'a way of...' to implement that is most cost effective.

**Kai Zen** does not change existing ways nor business objectives.

Understanding and adopting this simple, yet deep awareness, in once entity, will make The Difference and Improvement. That's even better than every belt imaginable in the world.

***Be Kind, be Genuine, be Sincere.***

*Good luck in any endeavour you're pursuing...*

*René C 2018*