



WINTER
2017



Sexual Harassment: What Have We Learned? ... Pg 7

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Welcome New Members!

September

LDI Integrated Pharmacy Services
Handsfree Group
Phelps Industries LLC
The Crossing
City of Quincy
Apostolic Christian Skylines
OASIS Institute
Options for Justice
Miriam Foundation
Pinnacle Actuarial Resources, Inc.
Buehler Home
St. Louis Paving, LLC
Rock Valley Federal Credit Union

October

City of Cape Girardeau
Ursa Farmers Cooperative
Family Hospice of Belleville
Illinois CancerCare
Craftsmen Industries, Inc.
Packaging Coordinators, Inc.

November

BenMedica
Pittsburgh Pipe & Supply Corporation

Factoid
54.4

Percentage of organizations who provide
two breaks of 10-15 minutes per day.

(AAIM 2017-2018 Policies & Benefits Survey)

AAIM Member Services SPOTLIGHT

AAIM Offers



By Brandi Temples, VP of Member
Experience, AAIM Employers' Association



A strong communication program is the cornerstone of employee engagement. Between the mass of emails, calendar invitations, and floods of phone calls and voicemails, it is easy for employees to miss important information you need them to know. With AAIM membership, you have access to AAIM2Connect, an app designed to help you share critical business information with your employees on a scale that no other media offers: speed, flexibility, and simultaneous knowledge transfer.



AAIM2Connect is a 24/7 communication channel. Use the app to notify employees of emergency or time-sensitive information, conduct "live" meetings, post important contact information, reference materials, calendar of events, and much more! An app is perfect for organizations with employees at multiple locations or who are spread over a geographic area.

I highly encourage all of our members to utilize this feature of AAIM membership, as it is an extraordinary communication tool. Contact your Account Executive to launch your company's app today!

Other AAIM Member Services to be Highlighted in Future Publications:

AAIMCheck | AAIM University
Benefits Plan | Training ePlanner
AAIM Custom Training | eSurveys
Process Improvement | Roundtables

Or call today for more information!

Missouri Enterprise Helps Companies Embrace Continuous Improvement To Grow

By *Dusty J. Cruise, President and Chief Executive Officer, Missouri Enterprise*



Missouri Enterprise is a consulting organization that operates one of the state's Innovation Centers and the Missouri Manufacturing Extension Partnership in affiliation with the Missouri Department of Economic Development and the U.S. Commerce Department's Manufacturing Extension Partnership.

In this role for more than 30 years, Missouri Enterprise recognizes that America's small and medium size manufacturers are being challenged as never before. They face increasingly stiff competition here at home and from low-cost, highly skilled foreign firms. Their customers expect perfect quality, competitive prices and constant innovation. They must regularly master new technologies and train and retain workers.

There are many approaches to meeting this ever-intensifying global competition and the challenges a small or medium size manufacturing company faces each and every day.



One proven way is for a company to embrace the principles of "Lean Enterprise" and create a corporate culture committed to continuous improvement, a never-ending effort to expose and eliminate the root causes of problems in the company's processes.

"Lean Enterprise" is a systematic, fact-driven system of identifying the waste or non-value-added activities in a company's processes and finding ways to eliminate those non-value-added activities.

"Lean Enterprise" emphasizes always meeting or exceeding customer expectations and defines waste as any part of the company's process that requires time and resources for which the company's customers would not want to pay.

Becoming a "Lean Enterprise" is a systematic process and often the first step in that process is called

Value Stream Mapping. A value stream map is a graphical representation of all the activities, both value added and non-value added, that are required to bring the product from raw material to the customer. Value stream maps chart the flow of both materials and information. A current state map details the present condition and a future state map represents ways to improve processes.

Based on the future state map, a company in the continuous improvement process will conduct a series of **Kaizen Events.** These are very intense, focused approaches to solving a specific problem or eliminating a specific non-value-added activity.

Just a few of the other continuous improvement, "Lean Enterprise" activities include:

Workplace Organization/5S creates an organized, clean and efficient workplace that reduces waste and non-value-added activity while improving safety, quality and efficiency. The five S's are sort, set in order, shine, standardize and sustain.

A **Pull/Kanban** system controls inventory amount and movement, authorizes production and provides visual control of operations, based on customer demands.

Point of Use Storage keeps an inventory of supplies and equipment in specified locations in a facility near the operation where it is to be used.

Cellular Flow Manufacturing is part of efficient plant layout and dictates the use of cells, which are logical, efficient and usually physically self-contained arrangements of machinery, tooling and personnel, to complete the production process.

"Lean Enterprise," and continuous improvement as a business philosophy, has its roots in the early American automotive industry. It was further developed the Toyota Motor company between 1949 and 1975. American companies have been embracing continuous improvement through "Lean Enterprise" principles to some degree since the early 1980's and it continues to be an effective means of creating true excellence in manufacturing and of keeping existing customers and attracting new ones from here at home and from across the globe.

Missouri Enterprise can be contacted at 800-956-2682 or visited on the Web at www.missourienterprise.org. 