



Personal Profile:

Mike has over 19 years of extensive World Class Lean and Business Performance Improvement experience applied across a wide range of manufacturing and service based industries, the last 15 years specifically on performance improvement consultancy and executive coaching. He has worked closely with many diverse public and private sector clients on their continuous improvement culture and lean leadership programmes. His client sectors have ranged from Manufacturing to Engineering and Design, Services from Transportation to Insurance and Cash Management. Many have been high profile strategy, change , turnaround and management development projects.

One of the first appointed leaders in Toyota Manufacturing UK in 1991, Mike spent time in Japan learning and applying the Toyota management systems. He developed and delivered The Toyota Production System Member Development Programme in 1995 to the first 2 waves of Toyota members and leaders.

Mike has designed a number of practical management tools and techniques that he uses in his coaching and leadership transformation programmes (9 Lean Leadership behaviours, Denison 5 Point Focus Programme, Impact Leadership Transformation Programme, Value Added Leadership & 11 Management Wastes, Creating Capacity to Lead)

Mike is passionate about people and leadership transformation. A highly sought after motivational speaker and inspirer, supporting local community and business enterprise through The Princes Trust and Entrepreneurial Education in schools & Universities Mike is also a best selling co author of the book "WIN"

Professional Acknowledgements:

- Operations Management Diploma,
- Performance Coaching Diploma,
- Corporate & Executive Coaching
- Business Coaching
- Psychology, NLP, Behavioural Science & Neuroscience,
- Marketing Consulting
- Toyota Trained Lean Management Specialist.
- ICF & EMCC member

Key Technical Areas:

Lean Strategy Development with International Blue Chip Companies

Executive Coaching & Mentoring / Performance Coaching
Lean Management & Lean Leadership Programmes, Senior Management development. Change Management Programmes /

Organisational Development / Servant Leadership

Originator of the Lean Learning Academy in Ford Motor Co in 2000
Transformational Programme s & Project Management
Systems Thinking and Scientific Management

Consulting / Coaching Expertise:

- Practice Head for leading Lean Consultancy
- Design and delivery of the Ford Production System programmes across UK & Europe 1997-1999. Included Senior Manager evaluation process and Lean Integrated Assessment Process
- Part of the Jaguar Cars transition team to support an coach change at their Hillwood Operations
- Design, delivery and coaching of the Bombardier Rail Visual Management Centres launched to 11 UK, European & US Operations – Increase the reliability & availability curve of new rolling stock
- Key coach and facilitator of Bombardiers Virgin Fleet management team on their Performance Management Centre programme
- Launched the productivity programme and coached senior management in lean management thinking at Rail Rolling Stock refurbishment depot.
- Part of the design team for creating and delivering the Ford Motor Company Lean Learning Academy at Saarlois – Now replicated in several other companies across Europe and US including Airbus
- Senior Management coaching for several manufacturing companies in Lean Leadership and Lean Management structures
- Development and delivery of the Westinghouse Customer First Programme, encompassing 6σ Lean and Lean Management.
- Design and delivery of High Impact Leadership programme with Westinghouse Nuclear Fuels using 360 evaluation process plus a ROI applied learning model
- NHS Leeds, Organisational Development consultant and executive coach. Working with the Chief Exec and Senior Management team on their Managing for Success programme, development of management lean thinking and organisational effectiveness

Clients have included:

Agusta Westland Helicopters, Airbus, Angel Trains, Arriva Trains, BAE Systems, Bombardier Transportation, BVT Ships, Changchun Rail China, Compass Financial, DHL Distribution, Downer EDI Rail Australia, Ford Motor Co, Group 4 Securicor, Hampsons, Horstman Defence, Irish Rail, Jaguar Cars, Land Rover, Mercedes Benz, NHS Leeds, Rhos Insurance, Smiths Aerospace, Tyco Electronics, Westinghouse Nuclear Fuels, Virgin Trains, Visteon, Daimler Trucks

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Contact +44(0) 1745 85 7688

Recent Experience & Activity:

Executive Coaching & Mentoring-

Senior Mgt Development – Westinghouse Nuclear Fuels (UK & US)

- Senior Management mentoring and alignment, success and impact evaluation. 360 evaluation and design of programme
- Design, development and application of internal coach development programme, aligned to WFMS Lean and WEC Customer First program.
- Creating internal core team capable of influencing senior managers & business improvement managers in delivering significant plant performance increases

Operational performance increases in output and delivery Transformation – Transportation (Bombardier, UK, Europe, US)

- Fleet performance recovery programmes across several fleets including Virgin Trains, building customer and public confidence (40% performance increase in reliability, 15% increase in avail')
- Implementation of Performance Management Centres focusing leaders & staff joint attention onto key issues, performance status, driving rapid decision making
- Coaching empowering managers & staff in challenging the systems, taking responsibility for improving the service

Culture Change– Transportation (Downer EDI Rail, Australia)

- Identification and implementation of Train Design Transparency Strategy to recover 12 month design delays on the Sydney fleet,
- £29m cost avoidance, more effective performance management process, leading to Action Conversion increase of 71%
- Coaching with senior manager engagement into the process, leading to improved problems solving, manager motivation and collaborative working. Success of this approach has led to replicating application in several other areas of the business, resulting in greater operational efficiency ready for fleet launch

Executive Lean Development (Daimler Trucks North America)

- Designed and delivered a 6 months full time 1-1 executive coaching programme for a Production Director Transition
- Diagnosis & personal / culture assessment, modular executive lean learning and shop floor management. Development of executive diary & coaching routines. Transition planning and execution & post development ROI analysis.

Culture Change & Management Development (NHS Leeds Teaching Hospital Trust)

- Direct support and consulting in Organisational Development
- 360 Senior Management Team evaluations & programme design for specific individual & team areas of development
- Senior Management team 1-1 coaching and mentoring in a continuous improvement culture
- Releasing time to lead programme to support managers in focusing on Value Added Mgt in support of cost improvement