



June 2004

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NW CONNECTIONS

Grant Status

On May 18th, NWHPEC and OMEP (Oregon Mfg. Extension Partnership) held a Grant Kick-Off event. We covered several important items, such as:

What is the Grant?

How do NWHPEC members participate?

When will the training start?

Who is OMEP?

What are the training and certificate bundles?

What is the Pilot Training Project?

How do members achieve OIT credits?

We had 7 members apply to host training events during the pilot phase. Julie Hatten and Mary Chalkiopoulos are in the process of visiting and meeting with each applicant to verify their executive leadership's commitment to lean, hosting capabilities, and their ability to track and report Grant metrics. The first training events are scheduled for mid-June and will start with: **Principles of Lean Manufacturing**, followed with, **Value Stream Mapping, Performance Measurements I, and Team Leader/Facilitator training**. Remember, 40 hours of training equals 4 OIT credits!!

It is important to remember that this is not JUST training. Most of the events will consist of training AND hands-on application, which are implementa-

tion activities. The value of hosting an event is in the hands-on work that will occur at the host facility!! Take advantage of receiving free, grant-funded training and implementation activities and have a qualified and experienced consultant work through a challenging issue with you.

To learn more about the Grant-funded training/implementation activities, contact Julie Hatten, NWHPEC Project Manager, at Julie.hatten@escocorp.com or (503) 778-6208.

Upcoming Events:

June 10 Learning Tour @ Neilsen
July 27 Learning Tour @ A-dec

SIG's & Contacts:

Customer Sales Interface
Dale Gehring 503-778-6366
5S/Visual Systems
Gabe Fasolino 503- 774-2498
Low Volume-High Mix
Dave Jeske 503-537-5266
Lean Accounting
Jim Warren 503-692-1900
Resource Connection
Charlie Lake 503-657-5590

Send your tips and ideas to the editor: charlie@warnescopemounts.com

Perkins and Company, PC is our CPA and Business Advisor

Stoel Rives, LLP is our Legal Advisor

At the Grant Kickoff meeting

a questionnaire was asked of the participating members with three questions:

- *What is your vision of how HPEC will support and enhance your company 3 years from now?
- *What activities would you like to see HPEC creating to help you meet your vision?
- *What activities are HPEC currently doing that don't add value to your business?

When added to the feedback from questionnaires from four learning events a number of common threads have appeared. Grant related training will provide for a number of the responses but it was obvious that more activities in the form of learning tours, executive forum and hands-on events are of high interest. Many other suggestions surfaced such as more SIG structure, more connections for networking plus many topics of desire.

For now the board is focusing on both the grant and increasing the number of events (learning tours and executive forum). The board continues to evaluate how it can better service the membership. This fall at the member meeting expect to see several new strategic concepts from the board with focus to the rapid pace of growth we are experiencing.

SIG's for now are a pull system. You get out of them what you put in. If you have interest and passion for a particular one please get involved or volunteer to lead one.

Our New Address:

NWHPEC
2141 NW 25th Ave
Portland, OR 97210-2578

Tidbits

Items of advice from professionals

Effective leaders have a strong vision of the future concept. They set direction first by engaging and collaborating with others around their vision and second by taking action towards the desired future. The best leaders do this through involving and influencing others rather than strong arm tactics. Nonetheless the leader is a visionary who sets the path.

Successful leaders also know that it's important to take a stand. The extent to which your actions are consistent with your words determines your personal credibility. Followers become concerned and confused when leaders are not consistent in taking action to achieve the vision.

As a newly appointed CEO, I found myself wavering in the face of hostility to my vision from some established managers. Although I told myself that it was my vision they were against, I actually felt that it was me personally who was under attack. I procrastinated about implementing essential steps. I was fortunate to have a chairman who tuned into my insecurity and helped me recover the courage of my convictions and take firm action. Later I realised I had been focusing so much energy on the critics, I had come close to losing the confidence and commitment of those who welcomed the vision and were becoming confused by my procrastination.

It takes courage to stick to a path in the face of doubts or resistance - from others, or from yourself. This doesn't mean you can't change your mind based on new circumstances, information and insight: we're talking about giving inconsistent messages about the direction, actions and behaviour required. Inconsistent behaviour and mixed messages erode shared commitment and cause others to question your integrity and intentions.

Alison Paterson

Board Members:

Gabe Fasolino	Outside Director
John Burns	Director
Gale Long	Director
Open	Director
Dale Gehring	VP Finance
Charlie Lake	Pres.
