



Lean Leadership Competencies

Shared Vision for Success	Improve Work Processes	Establish Accountability	Lead Through Inspiration	Manage Change	Model Lean Behaviors
Align strategy across functions	Systems view across end to end or value streams	Focus on value for the customer	Develop people	Communicate change effectively	Respect every individual
Cascade key strategic goals through each layer of the organization	Standardize daily management	Align behaviors with performance	Seek opportunities to increase participation	Integrate Improvement and related changes with daily work	Rely on facts and data
Focus on long-term	Standardize and stabilize processes	Communicate expectations	Ensure people have what they need to succeed	Identify and overcome barriers	Optimize direct Observation
Connect individuals to vision	Daily improvements	Based upon first time quality	Demonstrate emotional control	Address resistance to change	Use of visual cues
2-way communication about vision and goals	Flow & pull value	Positive work environment	Lead with humility		Seek continued improvement
			Focus on developing skills of team versus solving problems		A3 problem solving skills