

## LEADERSHIP: LEAN MINDSET

# Leading With Respect For People



How many people feel this way when they start a job?

IN ORDER TO BE  
EFFECTIVE YOU  
HAVE TO MAKE IT  
COMPLEXITY  
SIMPLE



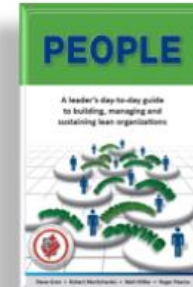


## What is the course we offer?

- DPR LOOKED FOR A WAY TO TRAIN AND EDUCATE THE ENTIRE ORGANIZATION ON LEAN THINKING.
- TEAMING UP WITH LEANCOR ON COURSE CONTENT BUT LEAD BY DPR INSTRUCTORS WITH CONSTRUCTION EXAMPLES.
- 10 WEEK COURSE WITH 2-3 HOURS OF HOMEWORK (LEANCOR 8 WEEKS) & A 1 HOUR CALL EVERY WEEK TO DISCUSS IMPLEMENTATION AND SHARING EXAMPLES FROM PROJECTS.
- FLIPPED CLASSROOM APPROACH.
- NATIONAL TRAINING AS WELL AS REGIONAL TRAINING OFFERED
- FOCUSED ON RESPECT FOR PEOPLE NOT LAST PLANNER (PEOPLE BOOK)
- 100 OPEN SEATS FOR THE COURSE FULL IN 5 MINUTES OF OFFERING THE COURSE
- WHAT'S IN IT FOR ME?

## Lean Leadership: Building the Lean Culture *Online Course*

Online professional development course based on the book *PEOPLE: a leader's day-to-day guide to building, managing, and sustaining lean organizations.*



## Good Leaders are Invaluable to a Company

Organizations are discovering the benefits of using online training to help team members boost their knowledge and add cross-functional value to the organization.

## How will this Pilot course benefit Your Company?

DPR has recognized the need to educate team members on lean leadership in order to build, manage and sustain a lean culture.

The course is to be supplemented with coaching sessions in order to teach people at DPR how to coach and mentor other lean leaders within the organization.



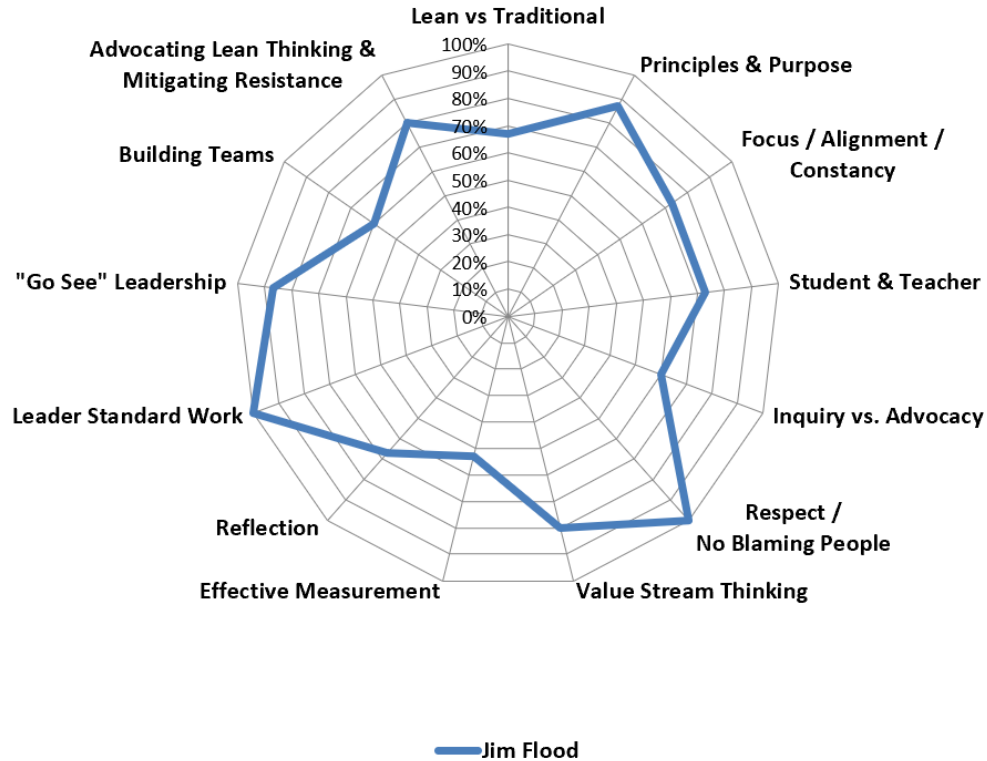
"Lean Leadership: Building the Lean Culture" is LeanCor's proprietary online training course that prepares leaders with the skills they need to lead teams with purpose and principles, paving the way toward operational excellence.



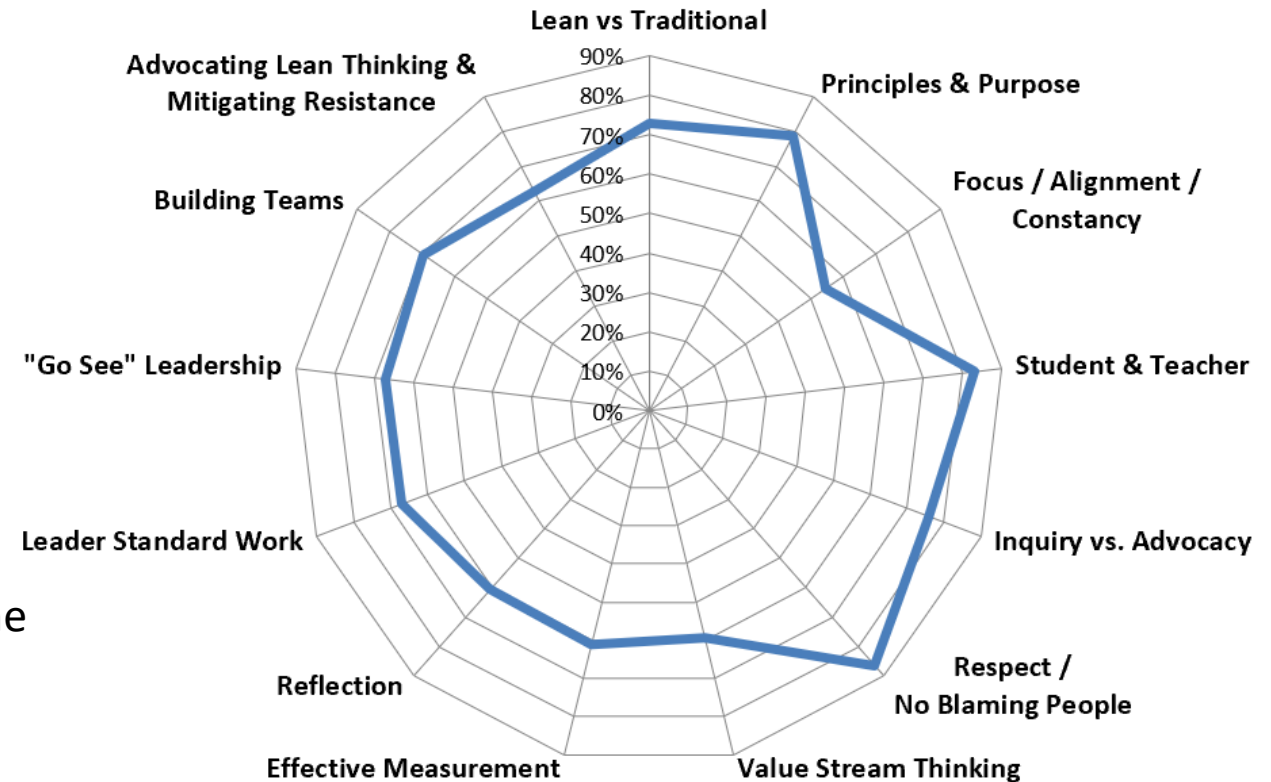


## Skill and Knowledge Assessments.

### Lean Leadership Assessment



### Lean Leadership Categories Average Scores All students



- Each student does a self assessment when they complete the course.
- We also use that information to put together a company assessment.



## On Demand Pull Style Information: As They Need it.

Lean Leadership Learnin ...

Weekly Learning Videos of the Lean Leadership course by week

FOLLOWING

3

1

↑

Drag more files anywhere, or **select more files** to upload

Search for videos

Search for videos ...

Sort by








Trending

NAME		STATS	UPLOADER	PUBLISHED	ACTIONS
15:43	Lean Leadership Week 7 Learning: Time Management Week 7 Learning	75  3  2	Cory Ha...	6/3/2019	...
21:46	Lean Leadership Week 9 Learning: Graduation & P	37  1  1	Cory Ha...	6/13/2019	...
18:34	Lean Leadership Week 8 Learning: Building Teams	41  2  0	Cory Ha...	6/10/2019	...

Cory Hackler



Your teams

-  LL BU ...
-  LL R20 ...
-  LL R21 ...
-  LL R22 ...
-  LL R23 ...
- General
- Group 1
- Group 2
- Group 3
- Group 4
- Group 5
- Group 6
  
-  LLL R11 ...
-  LL R24 ...


Hidden teams

## LL R23 > Group 2 ...

[Conversations](#) Files Wiki Group 2 +

[← Reply](#)

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**Cory Hackler** 4/10 10:55 AM

Hello group 2 introduce yourselves to each other

6 Billa, Emmanuel	Group #2		vConstruct
7 Bishop, Gabrielle	Group #2	Project Engineer	Washington DC
8 Cruz, Zack	Group #2	Project Engineer	Tampa


[See more](#)

3 replies from Ashwin, Pam, and Gabrielle

[← Reply](#)

April 18, 2019

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**Ashwin Dilip** 4/17 11:09 PM


**LEAN Session Timing!!**

Emmanuel Billa, Gabrielle Bishop, Zack Cruz and Pam Danielson, Cory has posted this in Teams, he is trying to spread out the groups a bit currently we are 30 students and he has a class on the same day with a call in at **12:00 Pacific time** with 10 students in it. So he wants 2 groups from LL R23 to be swapped with that 10 students.

My preference is to continue with the same timing as 12:00 PST is 12:30 AM in India 🙄. So I request you guys to give your preference ASAP so that we can freeze our slot.


[See less](#)

▼ Collapse all



**Gabrielle Bishop** 4/18 3:03 AM

I would prefer keeping it at the same time, 11:00am EST.



**Zack Cruz** 4/18 5:54 AM

I would also prefer to keep it the same 11am EST time frame

[← Reply](#)

- LL is put together in a way that shows the value in skills by using them to enforce accountability such as attendance and homework completion. Example here is visual controls and PPC tracking.
- Breaking groups into smaller study groups allows a deeper dive and more collaboration.
- Each group has a virtual classroom to discuss content with a student Leader.
- If they know they are tracked and are held accountable engagement and performance improves.



## Certificates for Graduation

- Once students graduate they get a hand signed certificate from the president on the company.
- They also get hard hat stickers and logo to add to their signature block.



### CERTIFIED ONLINE LEAN TRAINING FOR LEADERS BLENDED LEARNING PROGRAM

LeanCor/DPR hereby acknowledges

**Casey Helburg**  
Phoenix

For fulfilling all necessary requirements to complete the Certified  
Online Lean Training for Leaders Blended Learning Program



**Requirements:**  
*16 Hours Online Coursework + 8 Hours of Group Coaching + Passing  
Grade on Knowledge Assessment*

**Continuing Education Units:**  
35 hours



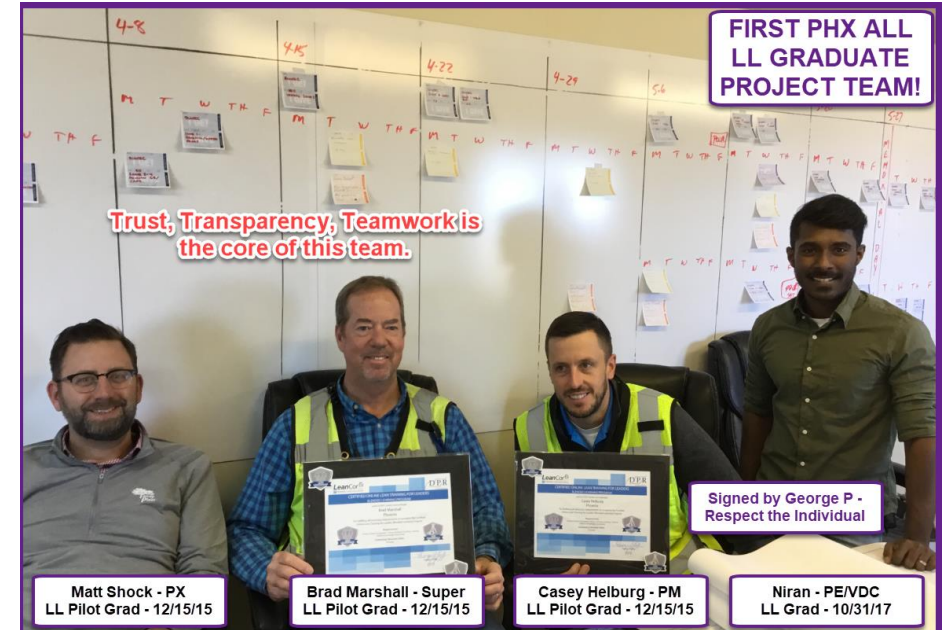
  
George Pfeffer  
DPR





# Lean DPR 2019

## Three Ways We Teach: National/Regional and Jobsite







## Three Ways We Teach: National/Regional and Jobsite



Stephen Kelleher   Scott McLeod   John Brumbaugh   Gayatri Umashankar   Julie Gorder   Jen Hawkins   Andon Qirushi   Eric Marshall   Melissa Pawlowski   Jonathan Grant



Lean Leaders

New Lean Leaders



Mike Dill

Cameron McLennan

Brad Marshall

LATEST PHX LL WITH PILOT LL TEAM!

Casey Helburg

Matt Shock

Jimmy Svehla

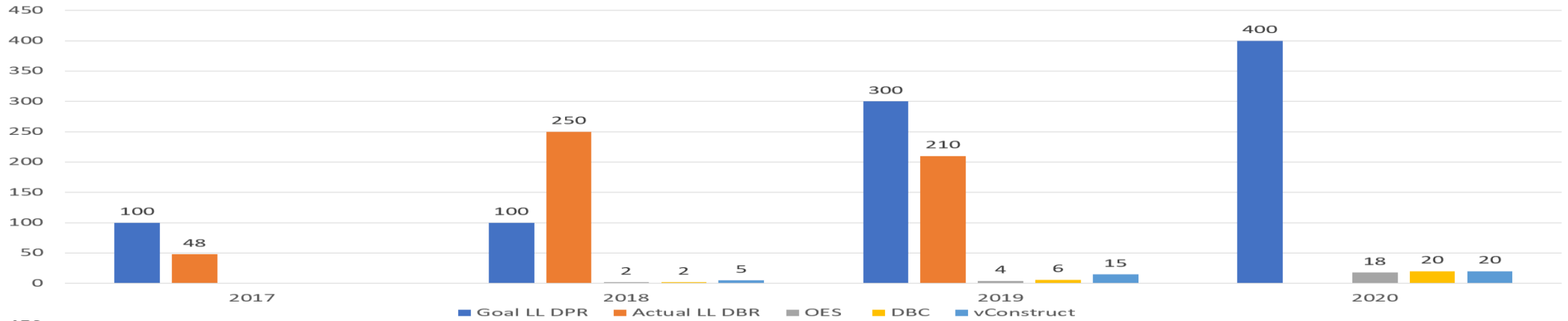
CONGRATS CAM, JIMMY AND MIKE!



# Lean DPR 2019

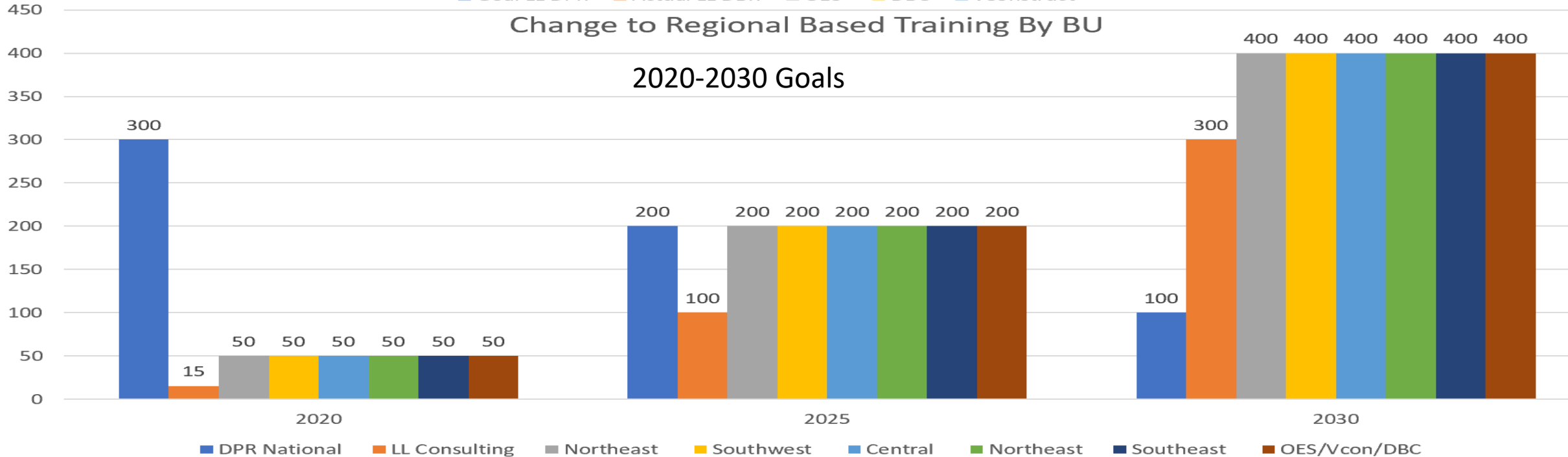
Point of Contact: Cory Hackler, Erika Byse, Dean Reed

## 6. PASSED-CURRENT-FUTURE STATE



## Change to Regional Based Training By BU

### 2020-2030 Goals







# Lean DPR 2019

## 4. ALIGN TRAINING WITH COMPANIES CORE VALUES.

### HEAR FROM OTHER LEAN LEADERS

