



PCL: Unleashing the Potential of Your Lean Culture

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Founded in 1892, **Neptune Technology Group Inc.** is a technology company serving *more than 4,000 water utilities across North America*. Neptune specializes in *Water Meters, Meter Reading Equipment, AMR Systems and AMI Systems*.

Manufacturing Facility located in *Tallassee, Alabama* since 1972.

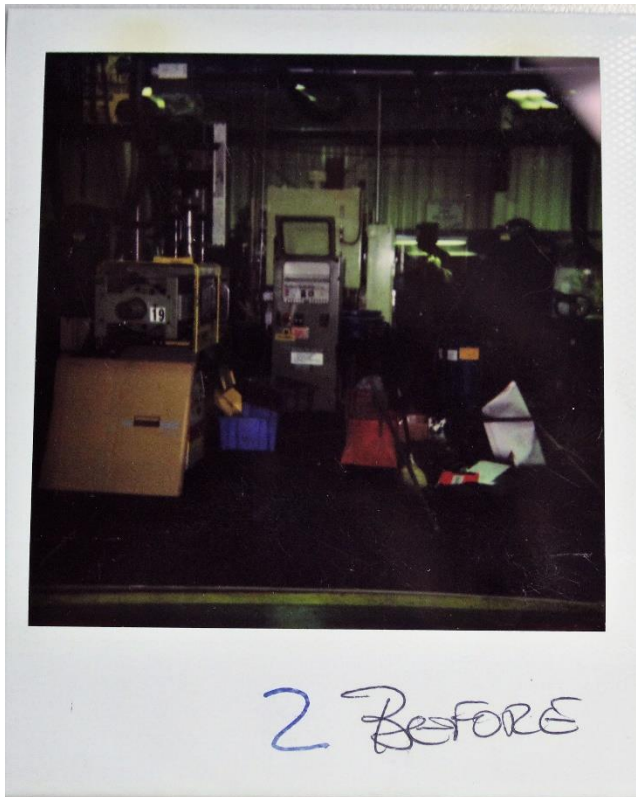
- *300,000 sq. ft.*
- *550 – 600 employees*





Beginning of Lean Journey

Tool Based Lean Efforts





Beginning of Lean Journey

Six years ago, we knew we needed a change, but didn't know how to start:

- *Failed to sustain*
- *Ineffective communication of vision*



Learning to See

Identified what it *could* be through AME:

- **2012 – Incito Consulting Group**
- **2013 – Engineering Boards with Visual Project Management**
- **2014 – Kata**
- **2015 – Rattlesnake Hunts with Mark Preston**
- **2016 – People Centric Leadership**
- **2017 – Power of Videos**
- **2018 - ??**



Learning to See True North





Learning to See Incito Man





Learning to See

First “Lean Events”

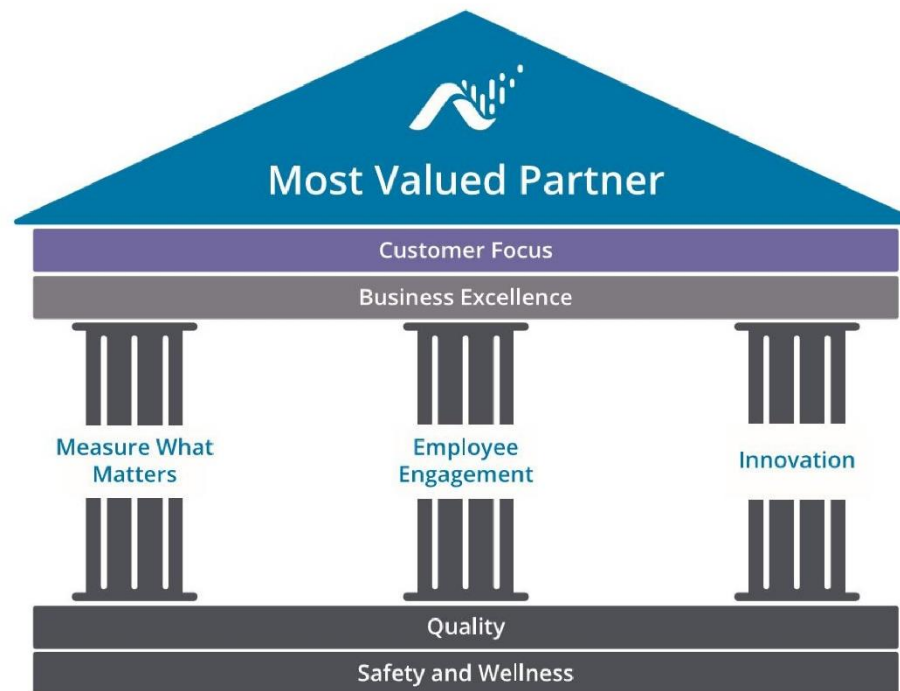




Learning to See

- *The NMS was born...*

Neptune Management System





Safety and Wellness



Quality

Safety and Wellness









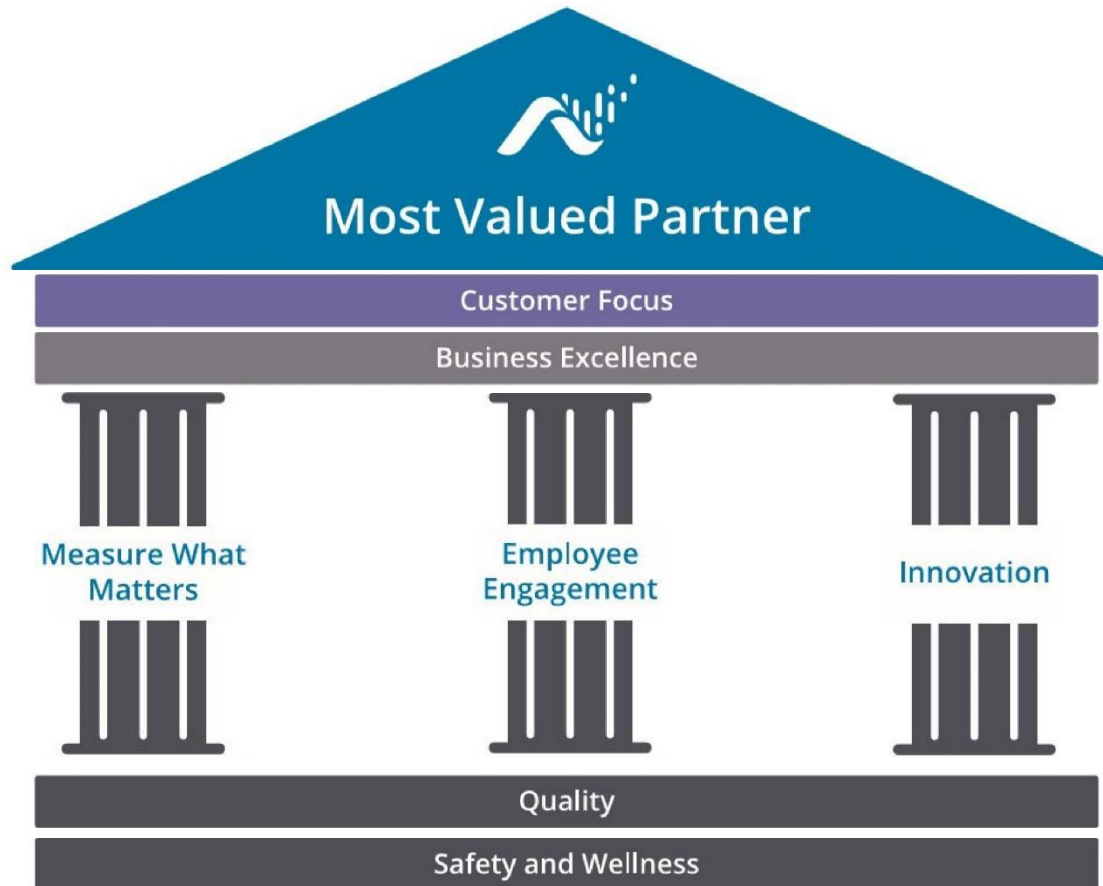














Learning to See (Turning Point)

We were making progress and were seeing success, but things had become *stagnate...*

Breath of New Life:

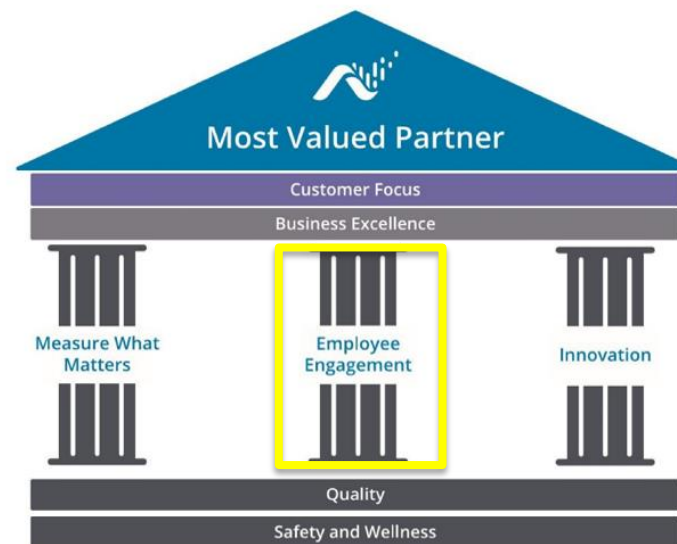
- AME Dallas 2016
 - BW's PCL 101
- BWLI training for personnel

People Centric Leadership was the answer.



Learning to See (Turning Point)

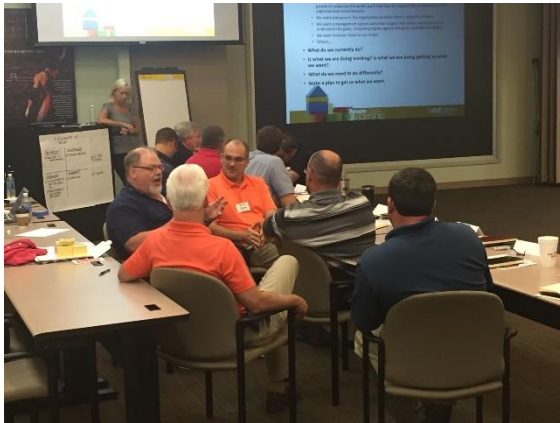
- Renewed focus on center pillar—Employee Engagement
 - Build *more leaders* through actively **engaged employees**





Turning Point

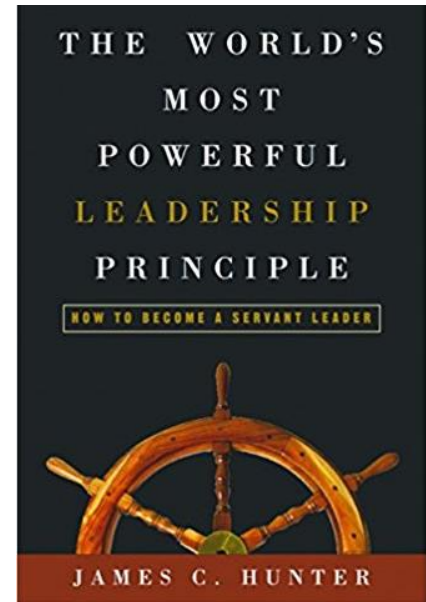
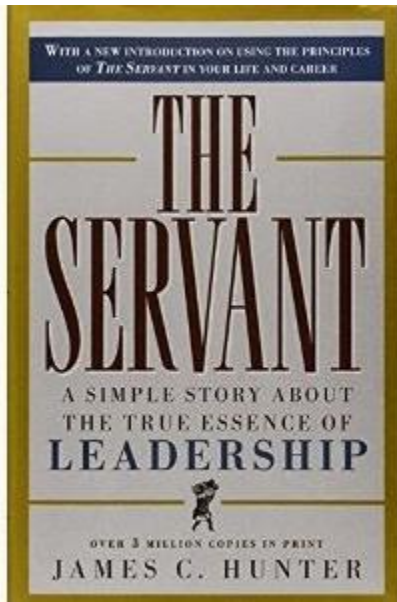
AME's PCL 101 at Neptune





Where We Are Now

Servant Leadership Class





Where We Are Now

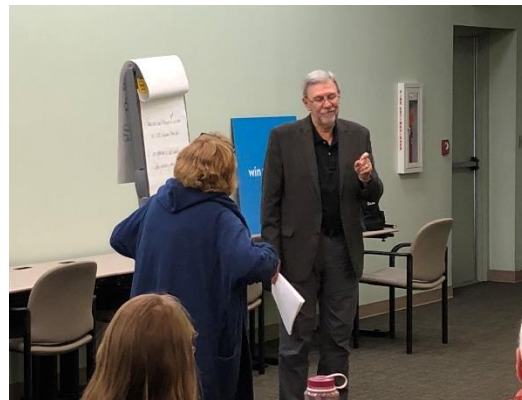
Weekly Leadership Roundtable





Where We Are Now

Bob Hafey's "Lean Safety"





Where We Are Now

Birthday Meetings





Where We Are Now

Quarterly Meetings







Inspiring to Win

1. Opportunity to get better
2. Drive towards a *higher purpose*
3. Inspiring to create **waves of excellence** in their lives with *People Centric Leadership*



Thank You!

Your opinion is important to us!

Please take a moment to complete the survey using the conference mobile app.

Session No: WS/27

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Your Lean Culture**

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