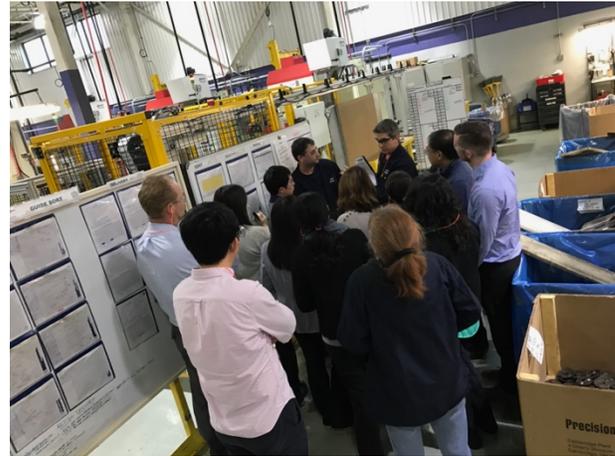


### Introduction

There is tremendous pressure on companies to implement solutions that will make them more effective both today and in the future. We believe that companies coming together in a Leveraged Learning Network will provide such a solution.

The benefits of membership in a group such as this are unique in North America, revolutionary in our industry and will bring your company high value.



### What is a Leveraged Learning Network?

A Leveraged Learning Network (LLN) is a structured group of non-competing companies who come together with a commitment to attain High Performance Cultures through engaging their people and improving the way they work.

### What are the Benefits for My Company?

There has always been a multitude of terms and initiatives infiltrating the companies... Lean Manufacturing, Theory of Constraints, Quick Response Manufacturing, the Toyota Production System, Continuous Flow, Just-in-Time Manufacturing ... all of these can be confusing, overwhelming, and expensive for companies to implement using a traditional consulting approach. The goal of the LLN is to cut through the rhetoric and introduce the thinking that can help participating companies to learn how to implement sustainable solutions as effectively as possible on their own.

### The Leveraged Learning Network will:

1. Help your organization develop long term collaborative relationships with other like-minded organizations.
2. Come together as a group to share best practices, share knowledge, share skill sets, and accelerate skill learning.
3. Provide access to improvement and skill development events that will help you improve your organization's performance.
4. Have access to seasoned practitioners acting as mentors to your company and other members of the LLN.
5. Tailor skill development and best practice sessions to suit the needs of member companies.

6. Form Best Practice Communities from within the membership. These groups meet on a regular basis to discuss issues specific to their area of operation. Proven examples include groups focused on 5S, Lean Implementation, Procurement, Sales and Marketing, Accounting, Training, Benchmarking, and Human Resources ... to name a few.
7. Keep you informed about what is happening with like-minded companies in Canada and around the world and communicate this to all members.
8. Provide access to a shared virtual library of world-class business resources. These resources are free and at the disposal of the member companies.
9. Determine who has a “best practice” site, anywhere in the country or world and arrange exchanges and visits that will allow our member companies to learn and “share with pride”.
10. Provide access to a SharePoint site to maximize the potential for exchange within the Leveraged Learning Network. This site will be maintained and updated regularly to provide members with access to knowledge from each other, across Canada and around the world.
11. Network with other similar groups, consortiums, and industry organizations to accelerate member learning.

#### Who is Facilitating the Leveraged Learning Network?

High Performance Solutions and Consortium (HPSC) is a continuous improvement development company based in Kitchener, Ontario that has been involved with the development of consortiums and Learning Networks across Canada for the past 25 years. Our vision is to “Develop the World’s Best Continuous Improvement Organizations”.

Our success has come through achieving sustainable, positive results in organizations from across North America. We facilitate the LLNs High Performance Manufacturing (HPM) Consortium and the Alliance for Enterprise Excellent (AfEE) Consortium in Ontario, and are also involved with the development of, and continue to work with, other successful consortiums around the world.

We focus on improvements by involving the process owners. The following two deliverables have been and always will be paramount in our offerings:

1. **Change the thinking** ... we, as organizations must believe that there is a better way to run our businesses. Once we can change the thinking to embrace a continuous improvement environment, we will be on the road to success.

2. **Coach to competence** ... we want to make sure companies sustain the improvements they make. We believe this only happens when organizations are self-sufficient and their people have the skills to make improvements on their own. The improvement process must reside with the people who are doing the job. We want to teach the people how to use the tools.

### What Can My Company Expect?

The Leveraged Learning Network is structured so that in addition to the benefits of leveraging with a group of dedicated companies, each company will also receive a specific set of deliverables and benefits from membership. The number and type of events is developed annually through a strategic planning process with the LNN members. The following is a representation of the events and support that member companies can expect:

#### Consortium Leader Board Meetings

- In addition to benchmarking, best practice and collaborative problem solving activities, these meetings will be held to map the direction and performance of the LLN and discuss the programs that are being delivered, to ensure members are receiving maximum value

#### Organizational Systems Thinking (OST) Diagnostic

- The Organizational Systems Thinking model has been developed by HPSC with the LLN members. It is the model that our LLN members utilize to develop high performance cultures. OST is the alignment of the system we use to generate value for our customers (Production System), the system we use to develop our humans (Human System) and the system we use to tell the health of both (Management System). HPSC utilizes the OST diagnostic to determine how your company currently compares on a High Performance scale, provide a roadmap for future planning, and allows a base from where the company can benchmark itself and compare levels to other companies within the LLN.
- This assessment will be conducted on a regular basis, according to needs of the company, to evaluate improvements made and determine those yet to be implemented. This will assist companies in assessing the value of their LLN membership and evaluate what opportunities need to be pursued and harnessed.

#### Shared Improvement Events

- Member companies are encouraged to open access to their improvement events to other company's team members to utilize their skill set and get invaluable external sets of eyes to see additional areas of improvement.

#### Individual Coaching Days

- These days will be spent utilizing the expertise of the consortium facilitator to conduct internal learning and improvement events. The number of days is determined by individual member companies.

#### Best Practice Community Days

- Best Practice events are focused on a specific topic or group and provide learning, benchmarking, idea exchange and have an on-going audit / feedback component to help with application of the thinking in these areas. Past SIGs have included safety, supply chain, human resources, militance and specific levels of leadership.

#### Skill Development Series

- Based on the strategic direction of the Member Companies, HPSC will provide a world class learning program for members of the Leveraged Learning Network.
- Past learning series have included continuous improvement / lean thinking fundamentals, OST thinking and application, leadership development.

#### Share Showcase

- Share Showcase is the LLN's annual best practice competition. Member companies come together to present, share, and celebrate their best practice accomplishments for the year.

#### Leadership Skill Development

- In partnership with High Performance Leaders, LLN members will have access to leadership skill development sessions. The current programs provide development opportunities for all levels of leadership – Front Line, Middle and Senior Management. All programs have been developed with an advisory council made up of LLN members.
- LLN members are provided with discounted pricing for the programs.

#### Summary

The concept for the LNN is simple. Share knowledge and best practices, benchmark, learn and apply the thinking and help each other problem solve with like minded organizations.

A Leveraged Learning Network provides the opportunity for companies to learn from each other and accelerate their journey to become a high performance organization.

Because no company can live long enough to make all the mistakes itself

Because you are committed to change ... and we are committed to maximizing your commitment

Because it takes a community to build a great organization