# Building Capability

## How to create a Lean culture in your team

|  |
| --- |
| Brink’s Operational Excellence Council recommends taking  4 proven steps to build Lean capabilities in your teams. |

### Educate

|  |  |
| --- | --- |
|  | Familiarize, educate and train country leadership team in Lean. |
|  | Use Lean tools to build knowledge and experience (example: Rapid Lean Deployment for Leaders). |
|  | Prioritize the key roles that should be educated and trained on Lean (example: all branch managers in your country and their direct reports). |
|  | Familiarize, educate and train key roles in Lean. |

### Assess

|  |  |
| --- | --- |
|  | Complete an assessment of where branches and functions are on their Lean journeys. Use Brink’s Lean assessment tool as a guide. |

### Invest

|  |  |
| --- | --- |
|  | Develop coaches and ensure critical new hires have some Lean expertise or experience. |
|  | Cultivate Lean resources to help drive the Lean program in your country |
|  | Devote the time needed to build these capabilities. |

### Show

|  |  |
| --- | --- |
|  | Collect and share success stories of the Lean impact you are seeing. |
|  | Use Lean terminology, talk about Lean and practice Lean. Lean is not temporary, so it’s important Lean becomes the way we work. |
|  | Make sure frontline employees see Lean tools being used. |
|  | Create workplaces that reflect Lean (examples: visual management boards, posters). |

### 