

Lean Lab

**Lean Transformation Consulting, Training and Coaching
for Logistics Leaders**

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CONSULTING TRAINING



Lean Lab - Consulting, Training and Coaching for Logistics Leaders

Focusing on People, Culture, and Leadership in Lean Transformations

Leadership & Culture Consulting

We believe sustainable change in logistics organizations comes from people - not just processes. Our consulting services focus on leadership alignment, cultural transformation, and empowering change agents.

1. Diagnose Leadership Alignment and Readiness for Change

We help logistics organizations assess whether their leadership teams are aligned in vision, values, and priorities.

- **What we do:** Structured interviews, alignment workshops, readiness diagnostics.
- **Why it matters:** Without leadership alignment, improvement initiatives stall or produce only short-term results.
- **Outcome:** Clear picture of leadership strengths and blind spots, with a roadmap for aligning behaviors and communication.

2. Design & Facilitate Culture Transformation Programs

Culture is the backbone of Lean success. We help logistics organizations create an environment where people thrive and own improvements.

- **What we do:** Co-create culture programs, design rituals and routines that reinforce Lean habits, facilitate workshops to embed new behaviors.
- **Why it matters:** Sustainable transformation requires psychological safety, trust, and shared purpose.
- **Outcome:** An energized workforce that embraces continuous improvement as part of daily work.

3. Support Change Agents & Improvement Champions

Change spreads through people — our job is to equip them.

- **What we do:** Train and mentor individuals driving cross-silo improvements, provide frameworks for influence and resilience, support them through setbacks.
- **Why it matters:** Champions amplify change and prevent backsliding into old habits.
- **Outcome:** A strong internal network of motivated change agents who sustain transformation beyond external consulting.

Training Programs

Our trainings are practical, interactive, and tailored to logistics realities. Each session develops both competence and confidence in applying Lean Leadership principles.

- **Lean Thinking for Logistics Leaders (3 Days)**

Overview:

This flagship program introduces logistics leaders to Lean Thinking as both a mindset and a leadership system. Through real-life logistics cases, simulations, and reflection, participants explore how to align their organization for sustainable performance.

Objectives:

1. Explain Lean principles in the context of logistics and supply chains.
2. Recognize leadership behaviors that foster continuous improvement.
3. Translate strategy into operational priorities and daily practices.
4. Identify and eliminate waste in leadership routines.
5. Apply visual management and gemba practices.
6. Build a personal Lean leadership action plan.
7. Create conditions for psychological safety and team ownership.

Target Group: Executives, senior managers, and high-potential leaders in logistics.

- **Leading Change Through Kaizen Habits (1 Day)**

Overview:

This program shows how small, consistent leadership behaviors build momentum for transformation. Leaders learn to design micro-habits, reinforce them in teams, and cascade change across silos.

Objectives:

1. Understand why change efforts fail and how habits sustain transformation.
2. Learn habit formation principles for leadership.
3. Identify high-impact Kaizen habits for logistics operations.
4. Anchor new habits into team routines and rituals.
5. Role-model behaviors that inspire change.
6. Use peer support to reinforce accountability.
7. Design a 30-day Kaizen habit challenge.

Target Group: Team leaders, supervisors, and middle managers in logistics.

- **Feedback & Coaching Skills for Logistics Managers (1 Day)**

Overview:

Managers learn how to give feedback that inspires and how to coach for ownership. Logistics-specific roleplays ensure immediate applicability.

Objectives:

1. Differentiate between feedback, coaching, and directive leadership.
2. Give constructive feedback in routine and high-pressure settings.
3. Apply coaching frameworks to empower problem-solving.
4. Balance accountability with empathy.
5. Address underperformance while maintaining trust.
6. Avoid common pitfalls in feedback conversations.
7. Build a personal feedback & coaching action plan.

Target Group: Logistics managers, supervisors, and team leads.

- **Psychological Safety and Team Ownership in High-Stress Environments (1 Day)**

Overview:

High stress is part of logistics. This program equips leaders to build psychological safety, trust, and team ownership even under pressure.

Objectives:

1. Define psychological safety and its link to performance.
2. Recognize behaviors that undermine trust.
3. Use communication strategies for open dialogue.
4. Respond constructively to mistakes.
5. Build team resilience rituals.
6. Enable shared accountability without micromanagement.
7. Create a leadership plan for safety and ownership.

Target Group: Operations leaders, shift managers, and HR partners in logistics.

- **Lean Communication & Decision-Making (1 Day)**

Overview:

This training introduces Lean communication and decision practices that reduce noise, create clarity, and align teams quickly.

Objectives:

1. Identify communication wastes in logistics.
2. Simplify complex messages into actionable formats.
3. Apply A3 thinking for structured decision-making.
4. Facilitate efficient, high-impact meetings.
5. Prevent decision paralysis in cross-functional teams.
6. Use visual management for speed and clarity.
7. Build daily Lean communication routines.

Target Group: Managers, project leaders, and cross-functional professionals.

- **Cross-Silo Collaboration in Logistics Organizations (1 Day)**

Overview:

This training equips leaders with tools to break down silos, build shared understanding, and drive collaboration.

Objectives:

1. Understand risks of silo thinking in logistics.
2. Facilitate alignment across diverse stakeholders.
3. Use joint problem-solving tools.
4. Build shared goals and language across functions.
5. Balance functional priorities with customer value.
6. Strengthen trust and cross-department relationships.
7. Build a collaboration action plan.

Target Group: Middle managers, project leaders, and cross-functional team members.

Coaching

Our coaching services provide deep, personalized support for leaders and teams navigating Lean transformation.

- **Executive Coaching**

Description:

One-on-one coaching for senior logistics leaders to develop reflective leadership, resilience, and influence. Focus is on leading cultural change while balancing operational and human challenges.

Focus Areas:

- Leadership presence and trust-building.
- Navigating organizational complexity and restructuring.
- Balancing performance pressure with people engagement.
- Strengthening resilience and reflective capacity.

Outcome: Executives who lead Lean transformations with clarity, authenticity, and cultural impact.

- **Team Coaching**

Description:

Group coaching for leadership teams and cross-functional units. Sessions focus on building alignment, collaboration, and ownership.

Focus Areas:

- Aligning teams around shared purpose and goals.
- Enhancing collaboration across silos.
- Developing collective resilience under pressure.
- Creating accountability and shared leadership.

Outcome: Teams that own their improvement journey, work across silos, and deliver sustainable results.

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