Lean Core Competencies Observation Assessment Definitions

Lean Core Competencies-- involving thinking and operational abilities:

- **Grasp the situation**—the ability to recognize, analyze and organize facts of the situation and desired situation into a meaningful picture of what will be required to maintain the standard situation, implement an improvement, or achieve a goal.

- **Problem solving**—able to do first-hand investigation, track back to arrive at the root cause of a problem, and identify what must be done to resolve the problem or achieve a goal, implement counter measures, and follow-up.

- **Process management**—the ability to achieve needed results and improvements by carrying out the Plan-Do-Check-Act cycle to assure effective implementation of plans and established procedures.

- **Business perspective**—able to recognize the company as a business, to understand the need to base decisions on what is good for all, and to demonstrate understanding of the company’s operating guidelines for achieving company and section priorities.

- **Development**—able to increase one’s own abilities by learning from experience and shared knowledge, while supporting the efforts of others to learn from experience and shared knowledge.

- **Operational and technical skills**—capacity to learn, apply, demonstrate and adapt job-related knowledges and skill required to perform particular job tasks up to standard and to assume expected roles within the section and unit.

Lean Core Competencies—involving leadership and teamwork abilities:

- **Coordinate and communicate**—able to recognize the requirement and is willing to join in productive association with others across the organization, involving two-way communication, provision of information and commitment of resources to achieved need results for the company.

- **Collaborate and cooperate**—able to reach out to others and draw them into participation in initiatives by sharing responsibility and responding appropriately when asked by others to contribute to common efforts.

- **Initiate and influence**—able to recognize opportunities, needs and problems and to respond with actions that increase the awareness of others, facilitate their thinking, and stimulate them to address business needs in ways consistent with the company’s principles and values.

- **Build and maintain relationships**—able to establish and keep productive associations with others in the unity and across the company to make the work go more smoothly and create a basis for increased business effectiveness.