OAKLAND UNIVERSITY
SCHOOL OF EDUCATION AND HUMAN SERVICES
DEPARTMENT OF ORGANIZATIONAL LEADERSHIP

HRD 3600—Lean Principles and Practices in Organizations

Instructor   Dr. Jennifer E Wenson

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Office Hours   **By Appointment**

Course Credits   Four (4) Credits

Course Description

This course introduces the student to the principles and practices of Lean which is a unique system of problem solving, decision making, process improvement and organization change. Lean has been expressed in many terms such as Lean Production, Lean Thinking and Lean Learning. The contemporary version of Lean originated with the Toyota Production System [TPS], but it has been adopted by many organizations world-wide. This course provides students with the knowledge and skills related to Lean theory, principles and tools as well as key supporting HRD policies and practices. Students also will have the opportunity to *go to the gemba* and see Lean at work. Based on these site visits, student teams will perform a Lean Assessment that will result in a set of recommendations aimed at helping their respective organization improve how Lean is being applied.

This course satisfies the university general education requirement in the knowledge application integration area.

Prerequisite for knowledge application: Completion of the general education requirement in the social science knowledge exploration area. Cross cutting capacities: critical thinking and social awareness.

Required Text and Articles

Dennis, P. (2007). *Lean Production Simplified Second Edition*. New York, NY, Productivity Press.

Supporting Information

Other handouts and online links will be provided as required to supplement the textbook and articles through Moodle.

Knowledge Applications Learning Outcomes

The student will demonstrate:

· How knowledge in a field outside of the student's major can be evaluated and applied to solve problems across a range of applications

· Knowledge of the personal, professional, ethical, and societal implications of these applications

Course Objectives

After completing this course, students will be able to:

1. Understand the theoretical and historical framework that lead up to Lean concepts and principles.
2. Define and discuss the necessary interrelationships by which people, processes and tools operate within a Lean system.
3. Observe and analyze work as activities, connections and process flows.
4. Understand and apply key HRD policies and practices which support Lean implementation.
5. Conduct a Lean Assessment to identify and describe the fundamentals of the Lean journey and associated issues.
6. Demonstrate skills in applying Lean tools and techniques.

Attendance

Attendance is mandatory. Given the nature of the class, your attendance and participation is critical. Absence from class will negatively affect your grade per the following schedule:

If a class is missed on an assignment due date, the assignment will still be due at the time noted in the syllabus.

1. Each student is responsible for obtaining notes and handouts for the missed class; the instructor will not keep them.
2. It is the student's responsibility to contact the Instructor should the University be closed due to inclement weather for instructions on assignments and coursework.