

Richard Schulde

1,1 Million Euro in a year



Savings and improvements in machining

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Suggestion scheme

Some of my improvements in the crisis year of 2009

Adjusting from thread cutting to thread turning

Savings through SPC measuring

Scrap reduction through tool optimization

Savings through multiple machine operation

Productivity increase through the presentation of production numbers (Who does how much?)

Improvement: Stopping customer complaints

Savings through 4 other process optimizations

Improvement: Savings through in-house production of adapter sleeves

Savings through optimized form plates, drills and indexable inserts

TWO IN ONE

Chuck jaw modifications

Improvement: Process of parts before tempering

Improvement: By increasing the cutting speed

Improvement: Oil saving

Savings through tool change

Total savings 2009

Planned savings for 2010

My goals for the future

How will I be successful?

Modification process

Company at risk

Other responsibilities of the supervisor

What is to be observed by a new purchase?

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Prologue

This book does not belong on some bookshelf but rather on ones desk. I would like here to share the experiences that I have gathered over 25 years work in the metal industry through many different examples. I have pretty much summarized them here. Therefore this book should be within hands reach to look it up every now and then because in this manner it will bring you very far. I have mainly based myself on my own experiences but have also included information from other books and magazines specialized on the issue. This book is particularly in the interest of department leaders, managers, executive personnel, supervisors etc.

Changes take place daily. The rules of our fathers are behind the times. If you wish to be a leader in the future, then you must think otherwise because hard times are ahead. The global economic crisis caused by unscrupulous bankers will cause many more jobs to be lost. Many businesses find themselves fighting for survival by turnover losses of 30 to 70 percent. The existence of every business depends on the expenditure of what is being manufactured. Therefore responsibility is a must in the organization of work and leadership, (the employment of personnel, machines, manufacturing equipment). The set figures must be reached. In order to lead, power is needed and the courage to be able to think and do big.

You will not become powerful without professional skills, experience in skilled work, technical dominance, knowledge of danger sources and the will to accept responsibility. High places can only be reached through skilled knowledge. You

will be measured according to your performance. And it's the end result that counts. And you must present this on a daily basis. One has to be faster than the rest in competitiveness, because competition knows no rest.

Regarding myself

After graduating, I went through a three and a half year apprenticeship in CNC Machining and was employed in 1988 in a metalwork company. I completed successfully an apprenticeship as master craftsman in 1997. Since 1998 I have the responsibility as a production leader.

Suggestion Scheme

In 2008 a suggestion scheme was introduced. Each employee could come forward with improvement proposals. I also began to present my own ideas and proposals. Within a week I had a list of numerous improvement ideas. After that, hardly a day went by without a new idea. The fact that a performance bonus scheme was also introduced only motivated me more. From this point onwards my mind knew no rest.

It is necessary to often walk through the Plant with eyes open for positive adjustments in the production process. As I often jog in my free time, my rounds through the forests were more intensive. I would keep jogging until I had a new idea. And so, could I run longer and farther. That's why for me to take part in a marathon is no problem. It became clear to me that where there's a will there's a way, for everything.

Productivity increases of 30% to 50% are no problem. Success comes with achieving the goals that one sets. Already by taking the first step a reaction takes place. You get feedback (e.g. a phone call from the boss). Feedback strengthens motivation, enthusiasm, self confidence and all that creates the tail wind for even more activity.

The employee must daily have an eye open for Process improvements because only in that way can Processes be optimized in the interest of the client. The obstacles must be constantly overcome. But experience is the key to advancement.

Take note; Success means rising up one time more than falling down.

I came to work nearly every day with a new idea. Also in my rounds through the departments continual ideas occurred to me. Improvement reforms can be undertaken everywhere. To dare something new is possible all around.

“That wouldn’t work” is an unacceptable phrase. Every problem has a solution. It’s amazing what can be brought about. What was impossible yesterday is almost achievable today. It also helps to be patient but one should never lose sight of the goal. You alone can contribute in making life better. Take joy, therefore, in the development that you as a person can realize.

Only by engagement can one discover what one can really do. As long as one does not try, one does not realize the potential that one has.

Advantages from Improvement Proposals

- Increase of efficiency and competitiveness
- Increase in employee`s motivation
- Optimization of operating work processes
- Immense cost savings for the Company are possible

Take note:

- Consider improvement proposals from the employee not as mistakes from yesterday but rather as chances for tomorrow
- The workforce enthusiasm is reflected by the free presentation of ideas
- Necessity of the company leaders to a form of management that clearly encourages ideas and innovation

The situation today

- Unstable Market
- A price war wages
- Low worker motivation
- German automobile suppliers are under pressure more than ever
- Many businesses are in danger of failing and numerous jobs are in jeopardy

However I am sure that we will profit from the recession. Through so many improvements we are exceptionally competitive and will come out of the crisis triumphantly.

Look ahead. Search for solutions. Believe in potential.

Only with imagination and courage can we come further.
Extraordinary things do not happen on the smooth road.
Competition does not sleep but trains constantly.