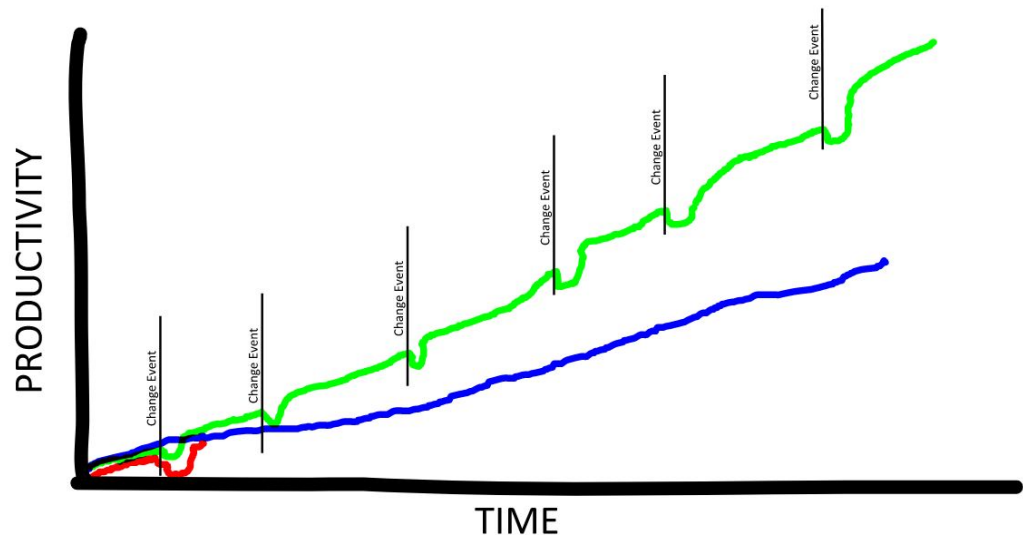


As a Lean Enthusiast, I've found making organizational change to be difficult and frustrating at times. That is until I discovered how to use the power of small j change. **Standard productivity** will typically increase at a steady rate as tasks become repetitive through experience. As lean professionals, we enjoy making profound changes within organizations and this is where the frustration mounts for most. The lean professional already understands that there will be an increase in productivity at the end of this profound change but the organization only sees the current dip in productivity.

Big J change is defined as introducing change that is too profound, teams will often give up and resort back to standard productivity prior to realizing the intended improvement.


small j change is defined as introducing change in small batches allowing teams to realize improvement in productivity quicker.

This will lead to adapting change quicker within and organization.



 Standard productivity with no change introduced will increase over time from experience

 **BIG J Change** = When introduced change is too profound, teams will often give up prior to realizing improvement

 **small j change** = when change is introduced in small batches allowing teams to realize improvement and adapt change easier

In today's construction world, it is rare that we value capability development over productivity. This chart proves that if teams focus on adding innovation through small batch change, productivity will increase 10-fold! Let's take the afternoon off and focus on capability improvement to make our next 2 weeks of activities more productive! This is a counterintuitive approach to learning that will pay dividends in the long run. Stop getting frustrated and simply initiate small j change! That was a hard lesson learned for myself.

Let's come together and help the construction industry realize the importance of learning and capability development. When our teams are able to focus on capability development, we will enable a new future of innovation within our industry.

