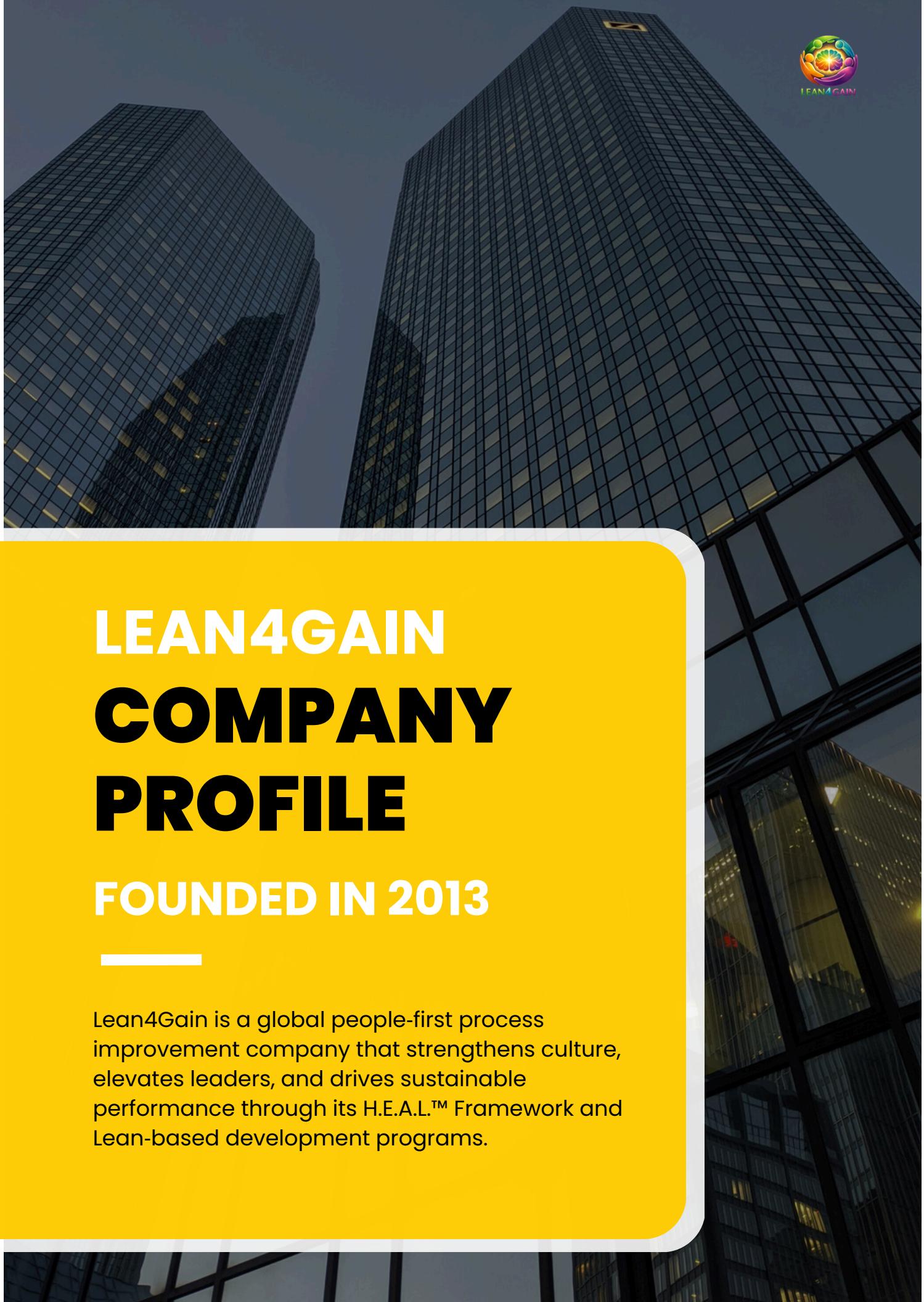

LEAN4GAIN COMPANY PROFILE

FOUNDED IN 2013

Lean4Gain is a global people-first process improvement company that strengthens culture, elevates leaders, and drives sustainable performance through its H.E.A.L.™ Framework and Lean-based development programs.

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ABOUT COMPANY

Lean4Gain is a global people-first transformation partner dedicated to helping organizations develop their talent, strengthen leadership capability, and build systems that support long term operational excellence. We believe that sustainable improvement begins with people, and our work centers on equipping teams with the clarity, skills, and alignment needed to thrive in a rapidly changing world. Guided by the H.E.A.L. Framework, we help organizations hire with purpose, elevate frontline leaders, activate Lean thinking, and lead with strategic alignment so culture, capability, and performance move forward together.

As part of our commitment to accessible learning, we also host the **Lean4Gain Learning Community**, a free global platform where professionals connect, learn, and solve real-world challenges together. Through workshops, eLearning, discussions, and shared problem solving, members gain practical tools and support to grow as leaders and continuous improvement practitioners. Across all we do, our mission is to build organizations where people feel valued, leaders elevate others, and excellence becomes a natural way of working, thinking, and leading.

At Lean4Gain we fix the core dysfunction every organization suffers from by transforming ambition into execution that moves the organization forward.

WELCOME MESSAGE

Thank you for taking the time to learn about Lean4Gain. I founded this organization with a simple belief: when people grow, organizations grow. Every service we offer and every framework we build is designed to help leaders strengthen their teams, improve systems with confidence, and create workplaces where purpose, clarity, and continuous improvement come to life.

At Lean4Gain, we partner with organizations that believe people are the driving force behind lasting results. Together, we develop leaders, strengthen Lean and quality skills, and align strategy to achieve long-term success. Through the H.E.A.L.™ Framework and our People Driven Value System, we help teams connect daily work to meaningful goals, build trust, and develop the skills needed to navigate change. My commitment is to support you in creating a culture where people thrive, leaders lead with intention, and excellence becomes a natural outcome of how you work together.

I am grateful for the opportunity to support your journey and look forward to helping you build a stronger, more aligned, and more capable organization.

Dave Condinho
Founder, Lean4Gain

OUR MISSION

MISSION

At Lean4Gain, our mission is to transform organizations by developing people, strengthening leadership, activating Lean & Quality capability, and aligning strategy with long-term success. We believe sustainable excellence happens when human potential, leadership behavior, operational skill, and strategic clarity work in harmony. Through our four strategic pillars, we help organizations build cultures where people thrive, leaders elevate others, teams improve systems with confidence, and strategy becomes a lived daily reality.

Across these pillars, we unlock human potential, elevate frontline leadership, activate Lean & Quality skills, and align people systems with strategic goals. By strengthening development pathways, leadership behaviors, problem-solving capability, and organizational alignment, we partner with clients to build adaptable, purpose-driven cultures where excellence becomes a natural way of working, thinking, and leading.

OUR VISION

VISION

At Lean4Gain, our values of Respect, Innovation, Collaboration, and Excellence guide how we develop people and strengthen organizations. Respect means recognizing the worth and potential of every individual and creating environments where people feel safe, supported, and empowered to contribute. Innovation grows when teams are equipped and encouraged to think creatively, challenge assumptions, and turn obstacles into opportunities through continuous learning and Lean thinking.

Collaboration fuels sustainable improvement by connecting leaders and teams in shared problem solving and purposeful action. Excellence reflects our commitment to disciplined growth, high standards, and long-term value creation. Together, these values shape cultures where people thrive, leaders elevate others, and organizations achieve meaningful, measurable, and lasting success.

OUR SERVICES

The H.E.A.L.™ Framework is Lean4Gain's people centered approach to strengthening culture, leadership, skills, and alignment so organizations can grow and adapt with confidence. By focusing on clarity, capability, and continuous learning, it helps teams perform steadily and thrive through change.

HARNESS HUMAN POTENTIAL

We help organizations build a People-Driven Value System™ where purpose, clarity, and trust fuel performance. This pillar strengthens communication, improves the employee experience, and creates clear pathways for growth.

ELEVATE FRONTLINE LEADERS

We elevate frontline leaders by building confidence, emotional intelligence, and practical people skills. Through Soaring Leadership™, supervisors learn to coach with care, communicate clearly, and lead with consistency to create trusted, psychologically safe, high-performing teams.

ACTIVATE WITH SKILLS

We empower teams with Lean thinking and Quality excellence, supported by practical tools and real-world problem-solving capability. This pillar strengthens process flow, reduces variation, and builds a culture of continuous improvement and risk-based decision making.

LEAD WITH ALIGNMENT

We help organizations connect strategy to daily action so teams can adapt with clarity and resilience. This pillar ensures people, leadership behaviors, and long-term goals stay aligned for sustained performance.

LEAN4GAIN

THE H.E.A.L.™ FRAMEWORK

WHAT IS IT?

The H.E.A.L.™ Framework is a strategic people first system that helps organizations grow people, align leadership, and adapt with confidence in a changing world. Built on four core pillars, it provides a clear and practical path to harnessing human potential, elevate frontline leaders, activate with skills, and lead with alignment.

PURPOSE OF H.E.A.L.™

The H.E.A.L.™ Framework is a people first system designed to help organizations attract, grow, and empower individuals through four integrated pillars: harness human potential, elevate frontline leaders, activate with skills, and lead with alignment.

From onboarding to leadership development, the framework creates a scalable journey that connects personal growth with organizational success. It equips teams to build trust, solve problems, and lead with clarity, ensuring every person has a meaningful path to contribute.

The H.E.A.L.™ Framework provides a repeatable structure to:

- Attract and onboard individuals aligned with values and vision
- Develop human first leaders who foster trust and accountability
- Empower teams with Lean & Quality skills for sustained performance
- Align daily actions with long term strategic goals

Rooted in the belief that every person has value, H.E.A.L. helps organizations build cultures where people thrive and performance follows.

PILLAR #1

HARNESS HUMAN POTENTIAL

You hired good people. You trained them. And they're still leaving.

Not dramatically but quietly. A shift missed, a sick day, then a resignation email you didn't see coming. The problem isn't your people. It's the relational gap between them and the person directly above them, and nobody trained your supervisors to close it.

In today's economic climate and competitive marketplace, workforce stability and risks are becoming increasingly important to achieve business success. The ability to minimize workforce disruptions (turnover, absenteeism, stress/burnout leaves, disengagement, labor/skill shortages…) and their impacts financially, operationally and in client satisfaction can be the difference between achieving strong performance and growth results or falling short of expectations, with missed goals and profit targets. H.E.A.L. Pillar #1 program is designed to help organizations prevent these issues and cultivate a high-performance culture.

THE PEOPLE-DRIVEN VALUE SYSTEM™

Pillar #1 is built on a simple, proven truth: when supervisors develop the relational capacity to lead across generational lines, retention follows. The People-Driven Value System™ gives them the micro-skills to make that happen, not in theory, but in the actual conversations happening on your floor every day.

WHY THIS PILLAR IS CRITICAL

Organizations cannot improve performance if employees are unclear, disconnected, unsupported, or leaving faster than they can be developed. When leaders build clarity, trust, psychological safety, and stronger relationships, organizations see faster onboarding, better retention, stronger accountability, and more consistent results.

- Retention lives on the floor, not in HR. The decision to leave is made weeks before the resignation letter, in a moment when someone felt invisible, corrected in public, or just not worth the effort of developing.
- Technical competence is not enough. Your best supervisors were promoted for what they know. They need support for how they lead.
- Generational difference is real and workable. Ignoring it doesn't make it go away. Naming it, and giving supervisors practical language for it, changes everything.

PILLAR #1

HARNESS HUMAN POTENTIAL

THE 10-WEEK JOURNEY

Three phases. Compounding results. Built into the real work, not delivered beside it.

Phase 1 — Foundation (Weeks 1–3) Supervisors understand where the relational climate currently stands and why it matters. Generational context is introduced not as theory, but as practical insight for their specific team. The first micro-skill, *Connect before you correct*, is introduced and practised.

Phase 2 — Application (Weeks 4–7) The remaining C.L.E.A.R. skills are introduced in sequence: listening for what isn't being said, engaging across generational difference, acknowledging difficulty without lowering the bar, and reinforcing with consistency. Supervisors practise in real situations, then debrief what they noticed.

Phase 3 — Integration (Weeks 8–10) The full C.L.E.A.R. sequence is applied, reviewed, and refined. Remaining friction points are identified. The final week is about permanence: how do we make this the way we lead, not a programme we once did?

WHAT YOU CAN EXPECT

- Within 30 days: Supervisors are having different conversations. The tone on the floor shifts noticeably.
- Within 90 days: Early retention indicators, including attendance patterns, peer conflict rates, and informal feedback, begin to move.
- By week 10: Your supervisors aren't in a training programme anymore. They're leading differently. And the people under them know it.

COMMON PITFALLS THIS PILLAR ADDRESSES

- Training that doesn't stick. Most programmes happen in a room and fade by Thursday. The C.L.E.A.R. Commitment Process is applied in context: real situations, structured reflection, compounding skill.
- Waiting until it's too late. The Early Signal Inventory gives supervisors a practical tool for catching disengagement before it becomes a resignation.

PART OF SOMETHING LARGER

Pillar #1 doesn't stand alone. It is the human foundation that makes every other pillar possible. When your people feel seen, capable, and connected, the Lean processes of Pillar #2, the pathways of Pillar #3, and the FORESIGHT™ of Pillar #4 have something real to build on. That's the H.E.A.L. system. And it starts here.

PILLAR #2

ELEVATE FRONTLINE LEADERS

PURPOSE OF THIS PILLAR

Delivered by Soaring Leadership™, Pillar #2 develops the people skills leaders need to create clarity, trust, and consistent results. It combines emotional intelligence, practical leadership tools, and real workplace application so supervisors and emerging leaders can grow from technically capable employees into confident people leaders. Below we outline the typical program, however you can choose from over 70 courses to fit your exact needs.

KEY FOCUS AREAS

- Building the mindset and personal responsibility of a great leader
- Strengthening self-awareness and self-management under pressure
- Understanding personality needs, social awareness, and skilled relationships
- Giving and receiving feedback with clarity and respect
- Handling conflict and difficult behaviors with greater confidence
- Creating fairness, consistency, delegation, and accountability
- Strengthening engagement, culture, collaboration, and team effectiveness

OUR TYPICAL BASELINE PROGRAM

Clients can choose from over 70 leadership topics to ensure our programs fit your exact needs and that you can grow over time. Our typical baseline programs including the following:

13	26 HOURS	EVERY 2ND WEEK	COACHING
Interactive classes	of facilited learning	for application	1:1 available

OUTCOMES

- Greater leadership confidence and emotional intelligence
- Clearer communication and stronger feedback conversations
- More consistent decisions, expectations, and accountability
- Practical conflict, delegation, and performance leadership skills
- Higher trust, engagement, collaboration, and team ownership
- A shared leadership language that strengthens culture across the organization

PILLAR #2

ELEVATE FRONTLINE LEADERS

WHY OUR PROGRAM WORKS

- It is grounded in real workplace leadership
- Emotional intelligence comes first
- The program is customized
- Leaders learn together
- Learning is spaced over time
- Application is built into the journey
- The sequence builds complete leaders
- The learning can continue after the final class

HOW LEARNING BECOMES LEADERSHIP

LEARN: Customized and focused leadership skills that work in the real world.
REFLECT: Guided individual and group-based application discussions.
APPLY: Practical exercises and workplace homework between sessions.
GROW: Learning over time in manageable skill development that builds confidence.

WHAT PARTICIPANTS CAN EXPECT

- Greater confidence and emotional intelligence
- Clearer communication and stronger feedback conversations
- More consistent decisions and expectations
- Practical conflict, delegation, and accountability skills
- Higher trust, engagement, collaboration, and team ownership

WHAT ORGANIZATIONS CAN EXPECT

- A shared leadership language across teams and departments
- Greater consistency in how leaders communicate, make decisions, and follow through
- Leaders who address issues earlier and approach difficult conversations with more confidence
- Stronger delegation, accountability, and team problem solving
- A stronger foundation for engagement, retention, culture, and operational performance

WHO THIS PROGRAM IS FOR

The Front-Line Leadership Journey is designed for team leads, shift leads, supervisors, store managers, operations managers, or any emerging leaders preparing for people leadership responsibilities.

PILLAR #3

ACTIVATE WITH SKILLS

The Lean Certification Pathway is a structured, multi-level training system developed by Cycle Time Management (CTM) that provides individuals with the knowledge and confidence to lead improvement efforts at all levels of the organization. It combines foundational learning with hands-on application to ensure Lean thinking becomes second nature.

From frontline team members to strategic leaders, pillar #3 builds the technical and cultural capabilities required to eliminate waste, improve flow, and drive operational excellence.

DEVELOPING LEAN CAPABILITY THAT TRANSFORMS PERFORMANCE

Lean Awareness & Problem-Solving Confidence

- Builds a shared understanding of Lean principles and strengthens the ability to identify and solve problems, resulting in employees who confidently apply Lean thinking in their daily work.

Tactical Tools for Waste Elimination

- Equips teams with practical tools such as VSM, 5S, Jidoka, and Visual Management to remove inefficiencies and improve flow, leading to measurable gains in safety, quality, delivery, and cost.

Team-Based Kaizen & Engagement

- Encourages collaboration, daily problem solving, and frontline ownership, creating stronger cross functional teamwork and a workforce that actively eliminates waste.

Strategic Alignment & Lean Leadership

- Develops leaders who connect improvement efforts to business strategy and guide cultural transformation, ensuring Lean becomes a sustainable, organization wide practice rather than a short-term program.

Sustainable Culture of Improvement

- Through shared principles, practical tools, engaged teams, and aligned leadership, organizations build a lasting culture where continuous improvement becomes a natural part of how work gets done.

PILLAR #3
ACTIVATE WITH SKILLS

LEAN CERTIFICATION PATHWAY

"Building the Foundation for Lean Thinking"

The Bronze level is perfect for anyone new to Lean. It builds a solid foundation in Lean philosophy, basic tools, and key terminology. Participants learn how to spot waste, understand what customers truly value, and start applying simple Lean improvements in their everyday work. It's ideal for operators, office staff, new hires, and team members who need an accessible introduction to Lean Thinking.

The Bronze level includes three introductory belt courses:

- **Lean White Belt** gives a high-level overview of Lean principles and shows how Lean Thinking can create personal and professional benefits.
- **Lean Yellow Belt** introduces the 5 Lean Principles and the 7 Wastes, helping participants remove non-value-added activities and improve process flow.
- **Lean Green Belt** teaches how to use the A3 Methodology and PDCA Cycle to lead small improvement projects and support team alignment.

Together, these courses help individuals build confidence, develop practical skills, and contribute to continuous improvement.

"Applying Lean Tools to Improve Flow, Quality, and Stability"

The Silver level strengthens Lean capability by teaching practical tools that improve daily operations. Participants learn how to map value streams, organize workspaces, create visual systems, standardize processes, and improve flow. These skills help teams boost quality, safety, productivity, and cost performance. It's ideal for frontline leaders, CI practitioners, supervisors, quality staff, engineers, and Lean team members ready to advance their Lean practice.

The Silver level includes several skill-building courses:

- **Value Stream Mapping** teaches how to identify waste in current processes and design a more efficient future state that delivers greater value to customers.
- **5S** provides a structured method for organizing and standardizing the workplace to improve efficiency, safety, and cleanliness.
- **Visual Controls** shows how to make process status visible at a glance using visual aids, displays, and metrics that improve communication and flow.

PILLAR #3

ACTIVATE WITH SKILLS

- **Standard Work** explains how to document and stabilize processes to support consistency, knowledge sharing, and continuous improvement.
- **Jidoka** introduces methods for building quality into processes by detecting and stopping errors early, preventing defects from moving downstream.
- **Just in Time** teaches how to align production with customer demand, reduce excess inventory, and create smoother, more efficient operations.

Together, these courses equip participants with the tools and confidence to support sustainable improvement and stronger operational performance.

"Leading Enterprise Transformation and Coaching Future Leaders"

The Gold level develops advanced Lean leaders who can connect business strategy with enterprise-wide operational excellence. It focuses on systems thinking, coaching, cultural transformation, and leading large-scale Lean deployment. Lean Champions at this level become change agents who guide teams, mentor future leaders, and build sustainable Lean organizations. It's ideal for site leaders, directors, CI managers, Lean consultants, plant managers, executives, and enterprise Lean coaches.

The Gold level includes two leadership-focused courses:

- **Lean Black Belt** equips leaders with the tools to drive Lean through people, processes, and quality. Using the Lean Management System and TWI, participants learn how to improve delivery, customer satisfaction, efficiency, and cost by eliminating waste. They gain hands-on skills in Job Instructions, Job Methods, Job Relations, and Program Development.
- **Lean Master Black Belt** develops leaders who coach, challenge the status quo, and strengthen the Lean Management System. Participants learn how to lead cultural change, teach Lean Thinking, and build organizations rooted in respect, learning, and continuous improvement.

Together, these courses prepare leaders to guide enterprise transformation and develop the next generation of Lean thinkers.

PILLAR #3

ACTIVATE WITH SKILLS

The Quality Pathway represents the essential counterpart to the Lean Pathway within Pillar #3 of the Lean and Quality Framework. While Lean activates skills that drive flow, efficiency, and waste reduction, the Quality Pathway elevates expertise to ensure that every process, product, and decision meets the highest standards of performance and reliability. Together, they form the foundation of operational excellence where continuous improvement and risk-based thinking converge to create sustainable results.

Quality is not a separate discipline; it is the structure that supports Lean thinking. By integrating Quality tools and standards with Lean methods, organizations achieve a balanced system that anticipates failure, prevents defects, and strengthens customer confidence. This alignment ensures that improvement efforts are not only efficient but also effective, compliant, and enduring.

CORE COMPONENTS OF THE QUALITY PATHWAY

1. APQP, FMEA & CONTROL PLANS

Advanced Product Quality Planning (APQP) and Failure Modes and Effects Analysis (FMEA) provide the framework for proactive risk management. Control Plans translate these insights into actionable process controls that guarantee product integrity. These tools empower cross-functional teams to design quality into every stage of development.

2. SPC, MSA & ROOT CAUSE ANALYSIS

Statistical Process Control (SPC) and Measurement Systems Analysis (MSA) enable data-driven decisions by revealing process variation and measurement reliability. Root Cause Analysis ensures that problems are permanently resolved through disciplined investigation and corrective action.

3. ISO 9001, IATF 16949, ISO 14001 & ISO 45001

These international standards define the structure for quality, environmental, and occupational health and safety management systems. They establish accountability, leadership, and risk-based approaches that align organizational goals with global best practices.

PILLAR #3
ACTIVATE WITH SKILLS

4. INTERNAL AUDITING & RISK MANAGEMENT

Internal audits validate the effectiveness of systems and processes, ensuring compliance and continuous improvement. Risk management integrates preventive thinking into daily operations, reinforcing a culture of foresight and resilience.

THE CONNECTION TO LEAN SKILLS

Lean focuses on eliminating waste and improving flow; Quality ensures that what flows is reliable, safe, and value-driven. When Lean and Quality are practiced together:

- Processes are stable and predictable.
- Teams make decisions based on data and risk.
- Improvement projects deliver measurable, lasting results.
- Customer satisfaction becomes the natural outcome of disciplined process control.

This synergy between Lean and Quality transforms organizations from reactive to proactive; from managing problems to preventing them.

KEY TAKEAWAY

Pillar #3 unites Lean and Quality as two sides of the same coin: Flow and Excellence. Lean activates performance; Quality sustains it. Together, they create a culture where improvement is continuous, risk is managed, and excellence is the standard.

When organizations embrace the Quality Pathway, they move beyond compliance to leadership. Teams become capable of predicting outcomes, preventing failures, and driving innovation through disciplined systems thinking. This integration builds trust across every level — from operators to executives — and positions the organization as a benchmark for excellence in both process and culture.

PILLAR #4

ALIGN WITH LEADERSHIP

Pillar 4 helps organizations lead with purpose and confidence in times of change. It translates strategy into clear expectations, aligned behaviors, and consistent action so teams understand where the organization is going and how their work supports long-term success. By creating clarity at every level, organizations reduce confusion, speed up decision making, and build the stability needed to navigate uncertainty.

WHY IT MATTERS

Companies today need more than just tools... they need vision, alignment, and engagement at every level. FORESIGHT™ bridges the gap between strategy and execution by:

- Anticipating future needs and external pressures
- Creating clarity of purpose and leadership alignment
- Connecting strategy to frontline operations
- Embedding learning, feedback, and continuous improvement
- Aligning people and processes for high performance

WHO'S IT FOR

FORESIGHT™ is ideal for:

- Organizations undergoing Lean or cultural transformation
- Leadership teams seeking strategic clarity and execution discipline
- HR and L&D professionals aiming to connect development with strategy
- Operations teams looking to turn daily work into strategic progress

BREAKDOWN OF FORESIGHT™

F – Focus on Future Needs

Stay ahead by scanning the external environment for shifts in markets, technology, workforce, and customer behavior. Proactive thinking helps align people and strategy with what's coming next, not just what's happening now.

O – Operate with Purpose

Purpose isn't just a poster on the wall; it's a strategic compass. FORESIGHT™ ensures your organization's purpose is clearly defined, lived by your leaders, and connected to team goals and daily work.

PILLAR #4

ALIGN WITH LEADERSHIP

R – Realign Leadership Behaviors
Great strategy fails without aligned leadership. This step helps define, model, and measure the behaviors your leaders need to drive transformation and embody your company values.

E – Engage the Frontline
People doing the work should help shape how the work improves. FORESIGHT™ brings frontline voices into decision-making and continuous improvement, increasing buy-in, innovation, and ownership.

S – Structure Feedback Loops
Change is only sustainable if you learn from it. Build mechanisms to regularly gather input, share progress, and act on what you hear; through daily huddles, Gemba walks, surveys, and visual management.

I – Integrate Continuous Learning
Organizations that grow are those that learn. FORESIGHT™ embeds learning into operations, leadership routines, and project work; so, teams are always improving, experimenting, and applying new knowledge.

G – Grow Through Strategy Deployment
Cascading goals and KPIs through all levels of the business ensures everyone knows how they contribute to the mission. This pillar links directly to tools like Hoshin Kanri and the Balanced Scorecard to track progress and maintain focus.

H – Harmonize People & Process
Success requires both high-performing systems and empowered people. FORESIGHT™ ensures Lean tools are applied alongside people development practices to build a culture of excellence and respect.

T – Translate Strategy into Daily Action
Make strategy visible where it matters most… on the floor, in the office, and in routines. This final step ensures your long-term goals come alive in daily work through leader standard work, visual management, and accountability systems.

BUILDING TARIFF

RESILIENT SUPPLY CHAINS

STRENGTHENING CANADIAN SUPPLY CHAINS THROUGH THE HEAL™ FRAMEWORK

Tariffs are increasing landed costs, disrupting sourcing, and destabilizing supply chains across Canada. Companies are facing rising pressure, shrinking margins, and unpredictable lead times.

Lean4Gain supports organizations through the HEAL™ Framework, a proven people first system that strengthens workforce stability, leadership capability, operational excellence, and strategic alignment.

How the HEAL Framework™ Protects Tariff Impacted Operations

The HEAL™ Framework is a strategic people first system that helps organizations grow people, align leadership, and adapt with confidence in a changing world. It strengthens supply chains by addressing the human, technical, and strategic weaknesses tariffs expose.

Harness Human Potential

Stabilize the workforce behind your supply chain

Tariff pressure forces rapid changes. New suppliers. New processes. New expectations. Workforce instability becomes a direct supply chain risk.

How this protects supply chains:

- Reduce turnover in purchasing, logistics, and production
- Strengthen trust and communication during sourcing changes
- Use the People Driven Value System to improve clarity and consistency
- Catch early disengagement before it becomes a resignation.

Elevate Frontline Leaders

Equip leaders to guide teams through disruption

Frontline leaders translate tariff impact into daily reality. They must communicate clearly, manage stress, and maintain consistency.

How this protects supply chains:

- Leaders communicate tariff driven changes clearly
- Handle conflict and pressure without damaging morale
- Maintain accountability when processes or suppliers shift
- Build trust so teams stay aligned during uncertainty

BUILDING TARIFF
RESILIENT SUPPLY CHAINS

STRENGTHENING CANADIAN SUPPLY CHAINS THROUGH THE HEAL™ FRAMEWORK

Activate With Skills

Offset tariff costs with Lean efficiency and Quality discipline

Tariffs increase external costs. Lean and Quality reduce internal waste.

Lean tools for tariff proof operations:

- Value Stream Mapping
- 5S and Visual Controls
- Standard Work
- Jidoka and Just in Time

Quality tools for supply chain resilience:

- APQP and FMEA
- Control Plans
- SPC and MSA
- ISO and IATF standards

Lead With Alignment

Align strategy, leadership, and daily operations

Tariffs are not only operational. They are strategic. FORESIGHT™ ensures your response is coordinated across every level.

How FORESIGHT™ protects supply chains:

- Focus on future needs
- Operate with purpose
- Realign leadership behaviors
- Engage the frontline
- Structure feedback loops
- Integrate continuous learning
- Grow through strategy deployment
- Harmonize People & Process
- Translate strategy into daily action

What Tariff Proof Operations Look Like

When the HEAL™ Framework is applied:

- Workforce stability increases
- Leaders communicate clearly and consistently
- Waste is eliminated to offset tariff costs
- Quality strengthens despite supplier changes
- Strategy becomes visible and actionable
- Supply chains become resilient and adaptable

Act Now to Protect Your Business

Tariffs and supply chain disruptions are not going away. Organizations that invest in people, leadership, and operational capability now will be the ones that remain competitive.

SUCCESSION
STRATEGY SUPPORT

BUILDING LEADERS. STRENGTHENING CULTURE. SECURING YOUR LEGACY.

Why Succession Planning Matters More Than Ever

Leadership transition is one of the most defining moments in a business. Whether an owner is preparing to retire, step back from daily operations, or strengthen the leadership bench, succession planning protects stability, culture, and long term performance.

Lean4Gain helps organizations prepare people, strengthen leadership capability, and align systems so the business continues to thrive well into the future. Our people first approach ensures that successors inherit not only a company, but a strong culture, clear processes, and a strategic direction they can confidently carry forward.

How Lean4Gain Supports Your Succession Journey

Develop Future Ready Leaders

Through Soaring Leadership, emerging leaders learn to lead people with confidence, clarity, and emotional intelligence. We help them build the mindset and skills required to guide teams through change and assume greater responsibility.

Strengthen Culture Before the Transition

Our People Driven Value System stabilizes the workforce, reduces turnover, and builds trust between supervisors and teams. A strong culture creates resilience during leadership change and ensures continuity in how people work together.

Build Operational Excellence That Outlives You

Lean4Gain's Lean Certification Pathway ensures operations are documented, stable, and repeatable. By reducing waste, improving flow, and strengthening quality, businesses protect margins and performance regardless of who is in charge.

Align Strategy With Long Term Vision

With FORESIGHT™, owners translate strategic intent into systems, behaviors, and routines successors can follow confidently. This alignment ensures that long term goals remain clear and actionable throughout the transition.

SUCCESSION
STRATEGY SUPPORT

BUILDING LEADERS. STRENGTHENING CULTURE. SECURING YOUR LEGACY.

Reduce Risk During Leadership Transition

Succession is one of the highest risk phases in a company's lifecycle. The H.E.A.L.™ Framework keeps people, processes, and strategy aligned, reducing turnover, preventing knowledge loss, and maintaining quality, delivery, and customer satisfaction.

How Lean4Gain Supports Your Succession Journey

- A confident, capable successor
- A stable workforce that trusts new leadership
- Documented systems and Lean driven processes
- A culture built on clarity, respect, and accountability
- A strategic plan that continues beyond the owner's tenure
- Peace of mind knowing the legacy is protected

How Lean4Gain Supports Your Succession Journey

Lean4Gain partners with:

- Family owned businesses preparing next generation leaders
- Owners planning retirement or reduced involvement
- Organizations undergoing leadership restructuring
- Companies seeking long term stability and cultural continuity
- Businesses wanting to professionalize operations before a sale

Your Legacy Deserves a Plan and a Partner

Succession is a journey. Lean4Gain ensures your people, processes, and strategy are ready for the next chapter.

Whether you are planning years ahead or facing an upcoming transition, we help build a future ready organization.

Start Your Succession Journey Today!

Let's strengthen your legacy together.

LEAN4GAIN

LEARNING COMMUNITY

WHERE PEOPLE GROW, LEADERS RISE, AND IMPROVEMENT NEVER STOPS.

Welcome to the Lean4Gain Learning Community, a people powered space created for professionals who want more than tools. Whether you are a frontline leader, seasoned executive, or improvement enthusiast, this is your place to learn, connect, and lead with purpose. Lean4Gain helps leaders build clarity, capability, and confidence through the H.E.A.L.™ Framework, where people come first, leaders rise, Lean and Quality empower, and alignment sustains every step forward. Here you gain practical tools, real world skills, and a community committed to meaningful growth.

What Members Are Saying

"Lean4Gain helped me become a more intentional leader. The clarity and confidence I gained from the community changed how I show up for my team every day."

~ Jordan S.

"As a frontline supervisor, I finally feel equipped. The tools and coaching in this community helped me build trust, communicate better, and lead with purpose."

~ Jason M.

"I used the A3 guidance from the community to solve a recurring issue that had frustrated our team for months. The support here turns problems into progress."

~ Daniel K.

"I started going through the course and find it to be well done! Even as a seasoned trainer and professional, I am getting nuggets of wisdom! Just want to say thanks to Dave for starting this community and for the wonderful content! Also thanks to the community members for the great dialogue! Really loving it!"

~ Tamera L.

Join a community designed to elevate your leadership, strengthen your impact, and support your journey toward excellence.

OUR
HEAL TEAM

Dave Condinho

Founder, HEAL Champion & Advisor

With 30+ years in manufacturing operations, I lead business transformation through a framework that creates a scalable journey linking personal growth with organizational success; equipping teams to build trust, solve problems, and lead with clarity.

Douglas Brown

Pillar #1 Champion & Advisor

With 40+ years in leadership, I focus on employee engagement and retention, using assessments, manager training, and tools to build trust, strengthen relationships, and create workplaces where people want to stay and grow.

Nicki Straza

Pillar #1 Champion & Advisor

I'm a workplace culture specialist and Certified Flourishing Coach with 25+ years of leadership and development experience, helping organizations build inclusive, trust-based environments where every generation can thrive.

OUR HEAL TEAM

Joyce Huges

Pillar #2 Champion & Advisor

I help frontline and emerging leaders strengthen the accountability and culture that drive operational performance, drawing on 30+ years of manufacturing and executive experience to elevate leadership capability and connect people, strategy, and results.

William Neeve

Pillar #3 Champion & Advisor

With 25+ years in Lean manufacturing, I helped shape core cycle time principles and support organizations across North America in improving processes and continuous improvement through Lean and the Toyota Production System.

Denis Devos

Pillar #3 Champion & Advisor

I'm Denis Devos, a quality systems expert in ISO 9001 and IATF 16949. I've spent decades auditing, training, and consulting across North America, earning ASQ Fellowship recognition and leading major advancements in quality management.

OUR
HEAL TEAM

Jane-Michele Clark

Pillar #4 Champion & Advisor

Jane-Michèle has spent 30+ years helping manufacturers improve profitability and competitive advantage. As a corporate trainer, MBA professor and global speaker, she specializes in strategy, market research, cybersecurity, and the challenges of tech adoption, net-zero goals and global competition.

Craig Mannell

HEAL Champion & Advisor

A seasoned multi-plant Servant Leader, I am dedicated to helping Ontario manufacturers grow, improve performance, and remain competitive. My approach is simple: put people first, build strong teams, and lasting success follows.

Darryl Gratrix

HEAL Champion & Advisor

Darryl Gratrix is a Red Seal Tool & Die Maker and founder of NextGen Skilled Trades. With 27+ years in manufacturing, he brings hands-on industry experience, workforce insight, and a strong network to help organizations develop people, strengthen culture, and achieve sustainable growth.

GET
IN TOUCH

We would love to connect with organizations focused on developing people and strengthening operational excellence. Our global team is ready to support your goals and help you take the next step in your transformation journey. Reach out to Lean4Gain to explore how we can partner with you and support your continued growth.

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