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# IIE Twin Cities

## Chapter 38 Newsletter

PROVIDING A NETWORK WITHIN MINNESOTA AND SURROUNDING AREAS TO COLLABORATE ABOUT INDUSTRIAL ENGINEERING

### HEI, Inc. Tour of Microelectronics

*Please help us kick off the IIE Twin Cities 2014 calendar of events with this exciting tour!*



Mark your calendars for the IIE Twin Cities first tour of HEI, Inc. and first tour of 2014. HEI, Inc. was founded in 1968 and is headquartered in Victoria, MN. They are a leading manufacturer of microelectronics for military, communications, medical and computing applications.

The Victoria plant is focused on providing a highly productive microelectronic assembly facility using the latest in lean and cellular manufacturing. Product families are assigned a specific cell and each cell is attached a specific team to meet customer commitments. Each cell team comprises customer service, design engineering, manufacturing engineering, production and supervision. This team, with assigned equipment, is experienced in assembling the products quickly, with quality and high reliability.

Our tour will be focused on how HEI utilizes Lean Manufacturing and Visual Factory in their microelectronic assembly.

The tour will begin at 3 pm, so please arrive at least 10 minutes early to check in. The event will be followed by networking and a social hour. The location for happy hour is yet to be determined. We hope to see you there!



**Did you know?** According to Business Wire, it is estimated that total electronics assembly market value was \$1.1 trillion in 2012 and will grow to approximately \$1.5 trillion in 2017 – a 6.7 percent compounded annual growth rate. Fueled by this huge market, the Electronic Manufacturing Services industry is expected to grow from \$419 billion in 2012 to \$620 billion in 2017.

**Date** Thursday, March 13<sup>st</sup>, 2014  
**Time** 3:00 pm – 6:00 pm  
**Place** HEI Inc., 1495 Steiger Lake Lane, Victoria, MN 55386  
**Cost** \$10 Members, \$15 Non-Members  
**RSVP** An e-invitation has been sent. If you did not receive the invite, please send your RSVP to [IIEtwinCities@gmail.com](mailto:IIEtwinCities@gmail.com).



# President's Message

Sean Dveris, IIE Twin Cities President.

Happy New Year! It's going to be an exciting 2014 with our new board members taking the lead on numerous improvements to IIE Twin Cities. We already have a list of great events that tie to continuous improvement, learning, networking and student relations. The board recently met and brainstormed energizing new ideas to improve our chapter, including a more inclusive social media networking and more efficient ways to communicate with our current and future members.

We'd like to thank Eric Situmbeko for his great work as President in 2013. Eric kept us on track and steady even with unexpected mid-year board changes and a hefty budget. We were still able to come out with many distinctions including many members attending the national conference, a very successful volunteer event, four student scholarship awards and a busy calendar of engaging events.

In addition, I would like to thank Jenna Weiland for continuing to be our rock star newsletter director. Thanks to Jenna and her amazing editing and coordination skills, we won the PLATINUM award for the chapter newsletter. This could not have been accomplished without Jenna – GREAT JOB!

Please welcome the new board members and make sure to introduce yourselves when attending our events. These are volunteer positions that help build leadership and collaboration skills. They take time and effort. Thanks to the current and past board members for sustaining a successful chapter.

I look forward to a great year in 2014, please be forthcoming with feedback as we appreciate your input. This is your chapter and we need your participation to be successful.

Think Spring!  
Sean

## NEW! 2014 IIE Twin Cities Officers and Board Members Contact Information NEW!

President	Sean Dveris, Target	Sean.Dveris@target.com
President – Elect	Tracey Bauer, Electric Machine Company	bauert75@hotmail.com
Past President	Eric Situmbeko, Innovent	Eric.Situmbeko@yahoo.com
Treasurer	Jeromy Knapp, RedEye by Stratasys	Jeromy.Knapp@stratasys.com
Events Director	Kayla Bosak, Target	Kayla.Bosak@target.com
Events Director	Jeff Meyer-Quarberg, Donaldson Co.	Jeff.Quarberg@donaldson.com
Membership Director	Allison Shaver, UPS	Allison.C.Shaver@gmail.com
Website Director	Bree Bowersox, Boston Scientific	Bree.Bowersox@bsci.com
Newsletter Director	Jenna Weiland, Boston Scientific	Jenna.Weiland@bsci.com
Social Media Director	Britta Rowan, Boston Scientific	Britta.Rowan@bsci.com
Student Liaison Director	Ryan Adams, Boston Scientific	Ryan.Adams@bsci.com
Board Member at Large	John Spriggs, 3M	jwspriggy@yahoo.com
Board Member at Large	Stephanie Tom, Target	Stephanie.Tom@target.com

FIND US:



# IIE Twin Cities Presents

## Standard Work for Leaders by Didier Rabino

**WORKSHOP OVERVIEW:** Organizations often equate lean with the use of tools and concepts like value stream maps, A3 projects, Kanbans and 5S to improve safety, quality, delivery and cost. The technical side of lean represents at best 50% of the efforts required during Lean transformations. Lean projects provide quick results, but these results erode and eventually vanish if a robust lean management system is not implemented in parallel.

Standard Work for Leaders are the activities of management to bring a lean improvement system to life and to sustain the gains. They are the “missing link” of lean. During this workshop, participants will explore how to develop Standard Work for Leaders and create an environment where a culture of continuous improvement can mature. Participants will learn about practical tools and activities used to create and support Standard Work for Leaders. Further, they will learn how to approach and evaluate lean from the principle based behaviors that leaders will develop with Standard Work for Leaders.



### LEARNING OBJECTIVES:

- Develop Standard Work for Leaders to manage daily operations
- Create visual management tools for leaders’ activities
- Organize daily meetings to check and adjust the health of your business
- Connect Standard Work for Leaders with strategy deployment and front line management systems
- Develop continuous improvement skills through the use of Standard Work for Leaders

**WHO SHOULD ATTEND:** Company presidents, executives, managers, and other lean champions who have the authority to implement an enterprise or department-wide Lean management system.



**Presenter:** *Didier Rabino is VP - Lean Sensei at HealthEast Care System. His role is to coach senior executives and guide the lean transformation of this major healthcare organization in the Twin Cities. Prior to holding this position, he worked at Andersen Corporation for 8 years as Plant Manager in Menomonie, Wisconsin, and led the company’s Lean Office to develop and deploy the Andersen Management System. He worked at Steelcase In Europe and in the United States for 12 years developing the Steelcase Production System, leading and supporting lean transformations and new process implementations. Didier is also a Director of the AME North Central Region Board, instructor for Manufacturers Alliance, instructor for Lean Bronze Certification Class and Associated Exam (AME, SME, ASQ and Shingo) and a regular presenter at lean conferences. Didier holds a Wood Mechanical Engineering degree, a Business and Administration degree and a Master’s degree in Industrial Sciences. He obtained lean certificates from the University of Michigan, the University of Tennessee, Kellogg University and the Shingo Lean bronze certification.*

**Date** Monday, March 31<sup>st</sup> from 8:00 am to 4:00 pm, **RSVP due by Monday, March 17<sup>th</sup>**  
**Place** Stratasys, 9600 West 76<sup>th</sup> St, Eden Prairie, MN 55344 in conference room T-102  
**Cost** \$300 Members, \$350 Non-Members, 50% deposit required to confirm RSVP,  
• Pay at [www.paypal.com](http://www.paypal.com), click on Send Money and send to [IIEtwinCities@gmail.com](mailto:IIEtwinCities@gmail.com)  
• Send a check made to ‘Institute of Industrial Engineers – Chapter 38’ to:  
IIE, c/o Jeromy Knapp, 1641 Alabama Ave S, St. Louis Park, MN 55416  
**RSVP** An e- invitation has been sent. If you did not receive the invite, please send your RSVP to [IIEtwinCities@gmail.com](mailto:IIEtwinCities@gmail.com).  
\* *Event is subject to cancellation if minimum attendance is not reached*

**10%  
discount if  
registered  
by March  
10<sup>th</sup>!**

**SPECIAL  
OFFER**

# April IIE /ASQ Joint Event

## Aligning Strategy and Operational Excellence

Please join us for a joint dinner event with the Minnesota section of the American Society for Quality (ASQ) at Boston Scientific on Aligning Strategy and Operational Excellence. Organizations have always found it challenging to develop an overall strategy, ensure the systems and tools are in place to support that strategy and sustain a culture that naturally reinforces excellence. This can be especially challenging trying to achieve this balance across an organization with Operations across the world.

In this presentation, Dean Jablonsky will describe how Boston Scientific is working to ensure a culture that nurtures Operational Excellence stays aligned with the Enterprise Strategy. After Dean's presentation, we will also tour transactional and operations areas in Boston Scientific's Maple Grove Facility to see how they are actively working to drive and maintain alignment.



Dean Jablonsky is the director of Global Business Excellence for Boston Scientific. Dean leads the Global Business Excellence group supporting Value Improvement efforts across all of Boston Scientific; including Operations, Global Functions, Divisions, Countries and Regions. Dean has a B.S. in Industrial Engineering from the University of Minnesota-Duluth and an Executive MBA from Northwestern Kellogg School of Management. Dean has been with Boston Scientific for 17 years.

**Date** Tuesday, April 8<sup>th</sup>, 2014  
**Time** 5:00 pm to 9:00 pm  
**Place** Boston Scientific, Three Scimed Place, Maple Grove, MN  
**Cost** \$35 Members, \$40 Non-Members, \$10 No Meal Option  
Register by April 2<sup>nd</sup> to get \$5 discount!  
**RSVP** Register at <http://mnasq.org/spotlight/april-program-meeting/>  
For more information please visit <http://mnasq.org/>

### What is IIE?

IIE is the world's largest professional society dedicated solely to the support of the industrial engineering profession and individuals involved with improving quality and productivity.

Founded in 1948, IIE is an international, non-profit association that provides leadership for the application, education, training, research and development of industrial engineering.

With approximately 15,000 members and 280 chapters worldwide, IIE's primary mission is to meet the ever-changing needs of industrial engineers, which includes undergraduate and graduate students, engineering practitioners and consultants in all industries, engineering managers, and engineers in education, research and government.

## Upcoming Events

### March

- 8 SWE Spring Professional Development Seminar
- 11 ASQ March Program (current research by Juran Center in Quality Management at the U of M)
- 13 IIE HEI Microelectronics Tour
- 19 Twin Cities International Society of Automation (ISA) Tech Fair
- 31 IIE Standard Work for Leaders Workshop

### April

- 8 ASQ/IIE Joint Event

Details on all IIE Twin Cities events can be found at [www.iietwincities.org](http://www.iietwincities.org). Details on all other events can be found at [www.mfests.org](http://www.mfests.org).

Events are subject to change.



### What is IIE Twin Cities?

The IIE Twin Cities Chapter 38 provides a network for individuals within Minnesota and surrounding areas to collaborate about industrial engineering. Our members include professionals with industrial engineering degrees, both working in IE and non-IE roles and professionals working in IE related functions.

We provide monthly events which include topics in professional development, Lean, Six Sigma, Quality, process improvement and tours at distribution centers, manufacturing facilities, hospitals and consulting firms. We also promote the industrial engineering profession by providing scholarships to IE students and becoming involved with several student IIE chapters.

# Member News

## Member Profile



**Britta  
Rowan**

I am originally from Wisconsin and attended the University of Wisconsin – Madison for Industrial Engineering and a Certificate (minor) in Technical Communication. I held two internships at GE Healthcare supporting global supply chain

and Lean implementation at their MRI plant in Waukesha, WI. My internships with GE helped me learn that a role in engineering and manufacturing within the medical device/healthcare industry provides a higher meaning to your work. It is immensely fulfilling to realize the impact of a medical innovation to an individual's life and family. Following graduation, I worked as a management and ERP consultant for Baker Tilly out of downtown Minneapolis. In that role, I traveled to mid-sized manufacturing clients across the U.S. to recommend business process improvements and implement cloud-based ERP software.

In 2012, I started at Boston Scientific as an Industrial Engineer within St. Paul Operations. My role focused on implementing Lean principles and building a culture of continuous improvement across St. Paul production. My projects involved a focus on new product excellence as I had opportunities to work on a pre-commercial production line ramp-up as well as a production area site transfer project resulting from an acquisition. I have gained a new appreciation for wearing the continuous improvement "hat" and finding ways to build in Lean throughout the life cycle of a product. In 2014, I started a new role out of Maple Grove, where I will continue to learn and grow as a continuous improvement technical mentor and industrial engineer. Joining the IIE Twin Cities Board of Directors is the icing on top of a very exciting fresh start to the year!

## Welcome New Members!

IIE Twin Cities would like to welcome new members, renewed members and members who transferred into our local chapter:

- Mindy Bornhoft, Boston Scientific
- Stephanie Boudeman
- Bree Bowersox, Boston Scientific
- Scott Corbusier
- Stephen Dehen, Advance Auto Parts
- Jeff Hamilton, Trane
- Jose Lozano, FedEx
- Lisa Miller, University of MN
- Richard Olson
- John Spriggs, 3M
- Matthew Stasi, Hormel Foods

Currently we have **128 members!**

## Local Job Opportunities

For more information on these jobs go to [iienet.org](http://iienet.org), click on 'Career Center' and search jobs by location.

Lead Engineer, Systems & Products, Eaton	Eden Prairie, MN
Lean Six Sigma Coach, 3M	Maplewood, MN
Process Improvement Leader, Target	Woodbury, MN
MSP Manager Lean Production Systems, Sky Chefs	Minneapolis, MN
Process Improvement Director, US Bank	Minneapolis, MN
Lean Manager, Labrador Lifescience	Plymouth, MN



# Jobs Posted by IIE Twin Cities Members

## Production Manager Innovent, Minneapolis, MN



### General Summary:

Oversee the daily execution of and setting of long-term strategy for consistently meeting the production plan for the respective manufacturing area of responsibility.

### Principal Duties & Responsibilities:

- Daily supervision and development of production support team and hourly production personnel.
- Develop, manage and communicate daily, monthly and annual production goals in accordance with Business Unit objectives.
- Identify and implement efficiency improvements and conduct continuous improvement events as needed to implement sustainable long term business process improvements.
- Monitor daily production reports and metrics and deploy countermeasures as required to ensure customer service objectives are being met.
- Utilize manufacturing systems (SAP, MII) to manage, analyze and improve plant operations.
- Ensure the maintenance and maximum utilization of production machinery and equipment.
- Daily interaction with production scheduling to review production loads, departmental capacity requirements and staffing requirements.
- Internal coordination with production scheduling, inventory control, quality control, shipping and engineering departments to meet or exceed all production objectives.
- Develop, deploy and adhere to quality control documentation to include standard work instructions, standard operating procedures and corrective action reports.
- Monitor Business Unit 5S audit process scores and provide direction to the workforce as needed to ensure scores are maintained at the expected standards. Make corrections as needed.
- Minimize work-related illness or injury through the encouragement of safe work practices and use of appropriate protective equipment and enforcement of housekeeping guidelines.
- Review and manage salary expenditures in the form of hourly overtime and merit increases.
- Understand and comply with governmental regulations (ie. OSHA, DNR, etc.).
- Provide input to improve plant layout and processes on a continuing basis.
- Represent manufacturing with outside visitors such as company tours, applicants in the interview process or vendors/suppliers as needed.

### Job Specifications:

- Work requires a professional level of knowledge in a specialized field, which is equivalent to that which would be acquired by completing a regular four-year college program.
- Degree in Industrial, Manufacturing or Mechanical Engineering
- Minimum 5 years experience required.

Apply online at [www.unisoncomfort.com](http://www.unisoncomfort.com)

## 2<sup>nd</sup> Shift Production Supervisor Innovent, Minneapolis, MN



### General Summary:

Directly supervise manufacturing operations. Support corporate net sales objectives by striving to continually meet or exceed production plans, schedule attainment metrics, productivity goals, and other key performance indicators while maintaining superior product quality, a safe work environment, and employee relations.

### Principle Duties and Responsibilities:

- Direct supervision of hourly production employees. Monitor work performance issues, maintain appropriate records, prepare and conduct attendance and work performance reprimands. Prepare and conduct team leader and probationary performance reviews. Answer daily inquiries and assist in solving shop floor problems. Address non-performing employees and work teams effectively.
- Achieve productivity goals and make staffing adjustments to capture productivity project savings.
- Organize and implement the daily production plan for the respective area of responsibility.
- Communicate staffing and efficiency changes of critical work centers and monitor daily execution against the plan to determine capacity changes (overtime or employee transfers) required for scheduling.
- Utilize ERP system to support labor and manufacturing processes.
- Maintain work areas to meet or exceed company 5S and safety standards.
- Manages shop floor vacations in order to ensure the production plan is executed.
- Performs monthly safety training and ensures safety rules are followed by production employees.
- Coordinate with maintenance personnel the upkeep and repair of tools and machinery to maximize operating capacity and longevity.
- Support and participate in continuous improvement activities.
- Work closely with team leaders to ensure their development and that they have all the necessary tools to complete their job. Develop a cross trained work force.

### Job Specifications:

- Work requires a professional level of knowledge in a specialized field, which is equivalent to that which would be acquired by completing a regular four-year college program, preferably in Industrial Engineering or Manufacturing Engineering.
- Between 1-3 years of work experience is required.

Apply online at [www.unisoncomfort.com](http://www.unisoncomfort.com)



# Chapter Activity Report

## Focus On: Student Outreach

Student Outreach has always been a priority for IIE Twin Cities. Related activities include facilitating tours for and hosting joint events with collegiate chapters visiting the Twin Cities, visiting and presenting at the Regional IIE Student Conference and facilitating the industrial engineering portion of the local Girl Scout Patch Day.

For some board members, this is the area that they are the most passionate about. If you were to poll members of IIE Twin Cities, many of them would tell you a story about the how the professional chapter's involvement with the students was somehow instrumental in the choices that brought them to where they are today. In recognition of the importance of establishing and maintaining relationships with collegiate chapters, the IIE Twin Cities Board of Directors designated a new Student Liaison Director in the 2014 elections.

In addition to the mentoring, volunteering and facilitating activities, IIE Twin Cities also provides financial support in the form of scholarships. When applying, we ask students to describe their community involvement and participation in promoting IIE. In December 2013, after collecting nine applications from various colleges in surrounding states, four scholarships were awarded.

## CONGRATULATIONS



**Olivia Janusz**

IOWA STATE UNIVERSITY

**Benjamin Johnson**

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

**Kristy Rennick**

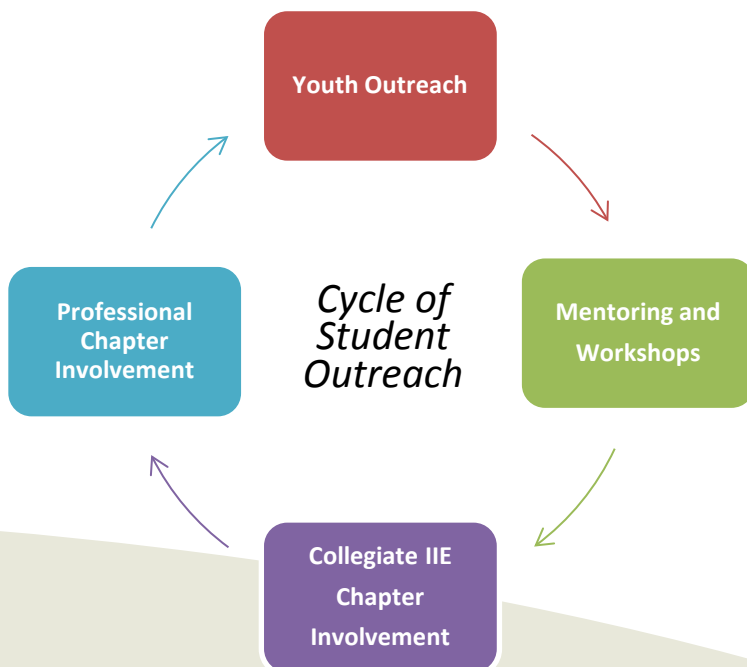
SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

**Jeffery Wientjes**

SOUTH DAKOTA SCHOOL OF MINES & TECHNOLOGY

It is always a pleasure to read the enthusiasm in industrial engineering and IIE in each of the applications. It was particularly gratifying for the Board of Directors to receive a handwritten thank you note from Olivia Janusz. As with so many of us, a few of these applicants will likely go on to relocate to the area and help to continue to "carry it forward" with IIE professional chapter involvement.

We hope that you will place this on your list of reasons to be involved with and supportive of IIE Twin Cities! Want to know how you can be involved in youth and student outreach? E-mail us at [IIETwinCities@gmail.com](mailto:IIETwinCities@gmail.com) or talk to one of the board members at the next event.

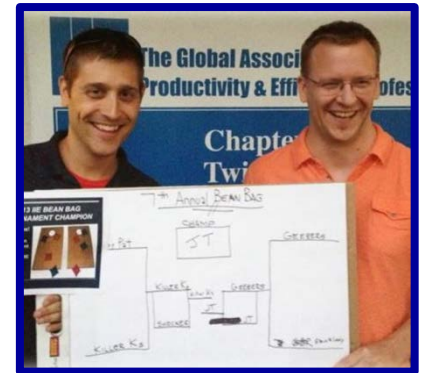


## Past Event Recap

7<sup>th</sup> Annual Bean Bag Tournament and BBQ, September 2013

The 7<sup>th</sup> Annual IIE Twin Cities Bean Bag Tournament and BBQ was yet again a success! Thanks to everyone who participated in this yearly opportunity to take a minute to get to know your fellow IEs with no other agenda

than to kick butt on the Bean Bag playing field and partake in a feast of burgers and brats. If we didn't see you this year, we will look for you at another event in the near future!



## Past Event Recap

Boston Scientific Tour, October 2013

On October 10<sup>th</sup>, Boston Scientific's Cardiac Rhythm Management (CRM) division hosted a tour of their Arden Hills facility. Boston Scientific's CRM division is a leading developer of implantable devices used to treat cardiac arrhythmias (abnormal heart rhythms), sudden cardiac arrest and heart failure. This event focused around the topic of Lean Office and a tour of a battery assembly line.

To start things off Bree Bowersox, Christy Strong, and Curtis Herbel explained how their Information Documentation Services (IDS) group has been leveraging Lean Office for the past year and a half. The IDS group is comprised of 39 people and 1 dedicated IE working on continuous improvement within IDS. It was very interesting to see some of the successful Lean Office projects they have been working on. Part of their success has been due to keeping up with practices such as office waste walks, mentorship programs and having goals for the number of continuous improvement projects they do each year.

Next we got geared up in our clean room attire and toured the battery assembly line. It was fascinating to see how medical device

batteries are manufactured with all the regulations and restrictions that need to be followed for patient safety. John Klein and Kelly Minchow led the battery tour and discussed the lean tools they use as IEs in Battery Assembly. It was a great example of a visual workplace!

It was very inspiring to see how Boston Scientific utilizes lean in the office as well manufacturing and I look forward to hearing more from them at an upcoming ASQ/IIE joint event in April. Thank you to Boston Scientific for a wonderful tour!

