



Issue 82
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Making Positive Change in the Workplace: How to Rediscover Your Focus for the New Year

By Emily Moorhead

January can sure seem like a drag. Of course, you've made your New Year's resolutions, and are diligently (or not so diligently...) sticking to them, but maybe you're not applying the "new year, new me" mindset to all aspects of your life. While it is important to have goals for your personal life, fitness, family, and finances, it is also important to rededicate yourself professionally in the new year. There is no better time to audit yourself and make steps to become your personal best this year.

Reflect on Your Habits

Be your own critic and go through your typical schedule, whether it's daily, weekly, or monthly, and identify areas of strength and weakness. Maybe you come

in Monday mornings feeling ready for the week, but by Thursday you've hit a slump. Try to brainstorm ideas on how to help yourself when you're feeling unproductive, such as treating yourself to a latte, taking a break and stretching, or creating a small, but manageable to-do list to get yourself pumped up for other tasks. Read through your emails. Are you getting lazy about replying, not reading the whole way through a message, or replying with vague or easily-misinterpreted wording? Commit to better communication this year. Take a look at your workspace. A few papers, notebooks, and mugs are probably okay, but are there gum wrappers or crumbs lying around? Do some spring cleaning and get rid of the clutter. A clean workspace can lead to an uncluttered, productive mind. Be kind to yourself and take note of things you do well. If keeping Post-it reminders on the wall helps you stay organized, commit to continuing that habit this year. Maybe you see yourself as the motivator of your team. Give yourself a pat on the back for being such a good team player and keep it up. Although self-criticism is necessary for improvement, so is self-kindness.

Set Goals

Realistic, measurable goals are essential to making a change in the workplace. The formula for writing a goal should include what you want to achieve, a quantification, and a

time period. For example, if you want to contribute to your company blog more often, your goal might be to write one entry for the company blog every other week. After you've solidified your goals, save a list of them on your computer for safe-keeping; also write them down and display them in a visible place so you can reflect on them daily. Identify small steps you can take each day to achieve your goals so you are always moving forward.

Ask for Feedback

When you have identified your strengths and weaknesses and set goals, ask your supervisor if you can meet to discuss your objectives for the coming year. Talk about your strengths and weaknesses, and explain how your goals will help you focus on the kind of worker you want to be. Your supervisor may have comments and suggestions, so be sure to keep those thoughts in mind. Remember though—these are your personal goals, not anyone else's.



LEAN Times

Monthly Update of JEG Lean Information

That was 2019, A review of the Year.
Making New Year resolutions.



Wow, how quick did that year go. Is it only me or does every year seem to go faster than the year before? 2019 was another successful year for Jones Engineering with many projects completing and many more starting. Our Manufacturing Facility was built in Carlow, work on the extension to our Collinstown Facility began, Little Island office upgrades are nearly complete and our HQ was moved to the fantastic Jones Engineering House on Pembroke Road.

This year saw Theresa May having her Brexit Deal fail several times before she got the bullet and then Boris took the reigns and got what was more or less the same deal passed. Strange place! At home we saw a change to the 8th Amendment being voted into the constitution. China became the first nation in the world to safely and successfully land a spacecraft on the far side of the moon. A fire broke out at the 850 year old Cathedral in Notre Dame in Paris, causing heavy damage to the iconic structure. In Ukraine, a comedian, Volodymyr Zelensky, was elected as president whilst Trump still hangs on to the most powerful job in the world. He still hasn't built the wall yet. Best wishes to everyone for 2020 from the Lean Department.

Catch-up Corner
Marketing and CompEx
Shows us how to do more with less
Construction Education gets a boost from Jones Engineering
lean@joneseng.com



Stavros Iacovou receiving his "2019 Secret Santa" prize from Simon Watson

Secret Santa 2019—a safe result!

NB: This competition was carried out in strict accordance with all relevant EHS procedures!



"I know you've got friends in construction, Santa, but we need to talk about this!"

As usual our Secret Santa had you all scratching your heads trying to figure out who was behind the whiskers. This year Secret Santa was none other than our own Declan Grady. A large percentage of you got it right first time....some took more than one attempt, but guessed correctly in the end.

This year we had thirty one correct entries in the hat! Choosing the winner was carried out using the age old tradition of selecting an unsuspecting volunteer and asking them to pick a number at random between 1—31.

Sarah Nolan chose No. 1. The first entry into the hat this year was from Stavros Iacovou. However, eyebrows were raised as 'Quick-draw' Stavros submitted his entry just fourteen minutes after the LEAN Times was issued!

Congratulations Stavros



Jones Engineering

GOT A STORY TO TELL?WELL, WHAT'S THE STORY BUD?

If anyone has information or news they want to share regarding innovations or Lean Principles on their site, or maybe you have an article or story you want to share. Please feel free to contact the LEAN Development Group at the email address below and we will be delighted to help.



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"Time is free, but it's priceless. You can't own, but you can use it. You can't keep it, but you can spend it. Once you've lost it, you can never get it back." Harvey Mackay

January



2019 began with a new PA Testing system being brought in. We discovered that almost 2/3 of all Jones Engineering plant and equipment required PA Testing every quarter. Testing involves a visual inspection of the equipment and any flexible cables for good condition, and also where required, verification of earthing continuity, and a test of the soundness of insulation between the current carrying parts and any ex-posed metal that may be touched. No electrical equipment may be used unless it has a valid PA test label attached. There is also a new colour coding for PA test labels. A different colour label is now used for each 3 month spell making it much easier to see if a tool has had a valid test. QSP-07 and QAP-08 were reviewed.

February



Jones Engineering has taken delivery of it's first Electric Vehicle. By choosing the 2019 Citroen Berlingo we are helping to reduce harmful air pollution from exhaust emissions. Electric Vehicles produce zero exhaust emissions, so they have no adverse effect on the environment, which is in line with our company's commitment to helping lower greenhouse gas emissions.



In February Jones Engineering became a Corporate Member of Lean Construction Ireland. Richard Fitzpatrick, Chairman of LCI sent this message: " On behalf of the Board of Lean Construction Ireland (LCI) I would like to take the opportunity to thank you for becoming a corporate member of the LCI. As a corporate member you have become part of a national community of leading Irish companies and organisations who are not just demonstrating their support for the LCI and its vision and objectives, but also demonstrating a commitment to deliver capital programmes and projects differently by adopting Lean thinking and practices. "

March

In March the question was asked, "Is each step or action producing value to the customer?" This is the question asked by any company who has Lean principles as core values of their business. A JEG delegation recently visited the Orbitalum factory in Singen, Germany following an invitation from our local agent "Walsh Engineering". Orbitalum are the manufacturer of the new orbital welding machines and rotary pipe cutting machines that JEG are now buying. The purpose of the visit was twofold:- 1). Orbitalum wanted to showcase their latest product innovations 2). The orbital design team wanted to sit with it's customer and get some feedback on what changes we would make to it's welding equipment if we had the opportunity.

- Value must transform the product
- The customer must be willing to "pay" for it
- It must be done correctly the first time

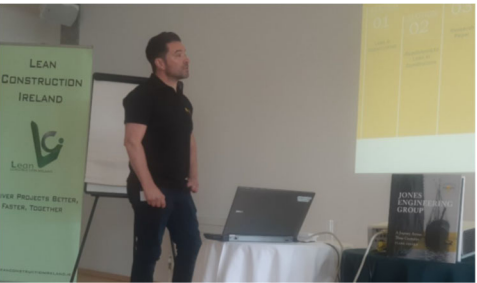
April

Along with the April Showers Inspector Gadget himself, Paul Lynch from Jones Engineering's Maintenance Division, shared his array of tools and showed how they could make life much easier for the Pipe Fitter.



The Jones Engineering Lean Dept; agreed that Paul deserved to be an "A Better Way" winner and rewarded him with €100 gift voucher. Paul is seen in the above image receiving his voucher from Paul Donnelly. We also learned that, by using Plan, Do, Check, Act (PDCA) as your personal operating system you will learn. The essence of Lean is learning - learning that is closely linked with action.

May



The 7th Annual WIT Lean Enterprise Excellence Forum was held in Waterford IT in May. Two members of the Jones engineering Lean Department were guest speakers. The image above shows Paul Harding delivering his presentation on "What factors may inhibit the implementation of Lean in a large construction organisation." In May's issue we were also informed how the Project Teams on a Grangecastle project were increasing efficiency by using Sikla fixings in their supports.

June

Whilst nearing the half-way point of the year the Lean Department's Simon Watson hosted a group of University students from Stuttgart, Germany.



Simon told us, "The students are currently studying Lean as one of the modules on their course. We arranged to show the group around the Guinness brewery in James' Street and explained how JEG form an integral part of the daily planning system used by Diageo to co-ordinate all site activities, without interrupting the brewing process." Rob Hughes from the Geo-Surveying Division displayed the **Geoslam Zeb Revo**. This is a handheld instrument that allows surveyors to quickly measure installations with unrestricted mobility. See issue 76 more information.

July



In July, Jones Engineering's Celtic Bio Division gave us an insight and an inside view of their operations at their Huntstown Project and how the purpose of the project is to utilise the patented JCBE's Thermal Hydrolysis Technology to process :

1. Source separated organic waste
2. Municipal solid waste for Anaerobic Digestion

so that the bio-gas generated can be converted by 2no. CHP Engines into electrical energy for export to the National Grid.

August



With the summer drawing to a close we learned how no job can be done well without the right tools, regardless of profession. This especially applies to the Construction Industry. As one of the largest M & E contractors in Ireland Jones Engineering has a massive array of tools, plant, vehicles and equipment to successfully complete any project we take on. As part of our Continuous Improvement ideology we are constantly upgrading our equipment with the latest technology and innovations from the marketplace.

September



In September one of the legends in Jones Engineering retired after an amazing 45 years of loyal service. Everyone was sad to see Brendan Stafford finally hang up his overalls and put the lid on his tool box. Everyone in the company wished Brendan well in his retirement. This issue also informed us about the Trimble fixings being used in NCH.

October



On October 3rd the LCI hosted it's second annual one day Symposium in Croke Park. One of the highlights of the day was the launch of the Lean Pass training course. This is a new course with the aim to provide participants with an introduction to the fundamentals of Lean and Lean in Construction, and to enable construction personnel speak the same Lean language onsite and in the office. Ray Curley and Simon Watson from the Lean Department were part of the team along with industry experts chosen by LCI to develop the Lean Pass course and resulted with Ray and Simon becoming the first internal sector organisational trainers to be approved.

November



In the cold November rain Jones Engineering showed it's commitment to boosting the Construction Industry by supporting the training of young upcoming students. The company announced a €1 million donation to Technological University Dublin (TU Dublin) to support the building of Design & Construct, Ireland's first centre of excellence for construction education at TU Dublin in Broombridge, Cabra. We were told how to do more with less and how small minds want more space. At the end of another successful year for Jones Engineering, let's keep the momentum going into 2020 and keep thinking LEAN.

"The fundamental things apply. As time goes by." Herman Hupfield