



Inside IPI



Dan Clark - IPI Director

“The PIMS Field Guide to Mountain Climbing”

Does your bucket list include climbing Mount Everest? Well you're in luck, because lean thinking applies to almost any endeavor, including mountain climbing. PIMS can help you successfully reach the summit!

Foundation - as with PIMS, you'll want to make sure your adventure is built on a solid foundation.

5S

Organize your workplace, have the tools you need to climb Everest, but red tag things you don't. Temperatures on the summit can be -30 or even colder, so you can't fumble around for energy bars or oxygen bottles – have them right at hand. But red tag those Bluetooth speakers, you won't need them during your ascent.

TPM

Be sure your equipment is capable and available when you need it. Gauges on your oxygen canisters should be in the “green zone” so you can survive at 29,029 feet. You won't want ropes that are frayed, so have a process for inspection and maintenance.

Standard Work

Do you want to rely on unwritten or informal training for your climb? If you mistakenly set out for the north face, you'll pass numerous frozen bodies along the way. And follow Standard Work for the date of your ascent: Everest actually extends into the stratosphere, exposing it to the jet stream. Wind speeds can reach 175 mph, knocking climbers off the mountain and leading to certain death. The Standard Process is a 7- to 10-day window in the spring and fall when winds are lighter.

Pillars - Just like PIMS, the pillars of Engagement and Visual Metrics are critical for a successful climb.

Engagement

Although a few climbers have gone solo, most have died doing so. You'll want to be part of a climbing team. And of course your success (and life) depends upon the training and engagement of everyone on the team.

Visual Metrics

The visuals from Everest are other-worldly, including “Rainbow Valley”, where you'll see the multi-colored clothing of more than 200 unfortunate climbers that died below the summit. Use visual tools such as hand signals to communicate with your team members and let them know if you're in trouble.

The Roof - use the tools of Continuous Improvement

Most climbers don't start with Everest – they begin with smaller challenges, and as they complete one, they move on to something higher. Here are a few tools you might want to use in preparation:

PPS

Problems are opportunities to improve! If your oxygen regulator froze up during one of your smaller climbs, use Process Problem Solving (PPS) to determine the root cause and implement an effective countermeasure. A sea-level dweller exposed to conditions at the summit without acclimation would lose consciousness in 2-3 minutes. You don't want to become another “monument” in Rainbow Valley.

Kaizen

Rapid improvement events can be a life saver on Mount Everest. Learn to “self arrest” in case you start sliding down the mountainside. You may get dislodged by a falling climber, or someone else you're tied onto. If you fall into a crevasse, there's almost no chance you'll make it out alive.

Lean thinking is used throughout the world in virtually every type of organization – even mountain climbing (Maybe we should call it the Prison Industries Mountaineering System). Whether you're trying to improve product quality, shorten lead-times or whatever, PIMS can help you.

Climbing Everest is definitely doable - more than 4,000 people have reached the summit, including a double amputee, a blind person, a 13-year old girl and an 80-year old man. So go for it!

(Feel free to keep a laminated copy of this guide in your Sherpa's backpack.)

- Dan

Customer Spotlight

St. Paul's United Methodist Church

The St. Paul's United Methodist Church in Cedar Rapids recently completed a refurbishment project with Iowa Prison Industries. The church wanted to update old, worn out furniture, but decided the pieces still had years of life in them. The refurbished pieces included a chest, side chairs, a table with two pull out leaves, a sofa, several floor chairs and a library table.

IPI's Furniture Restoration program is a great option for an organization that needs old furniture brought back to life. Restoration saves our customers money by not having to

purchase an entirely new set of furniture, rather old furniture is made to feel like new. It is also doing good things for the environment, because furniture restoration keeps used furniture out of landfills.

Member and volunteer for St. Paul's United, Lois Mather, communicated with the IPI team throughout the project. The furniture was stripped, repaired and refinished. The finished pieces look brand new, and will last and fill the church's needs for many years to come.

Before
Restoration



After
Restoration



The pieces are lovely and we are most pleased and excited about their appearance. Please extend our gratitude to the men and women who made this transformation possible.

-- Lois Mather

Shop Highlights

Anamosa Warehouse

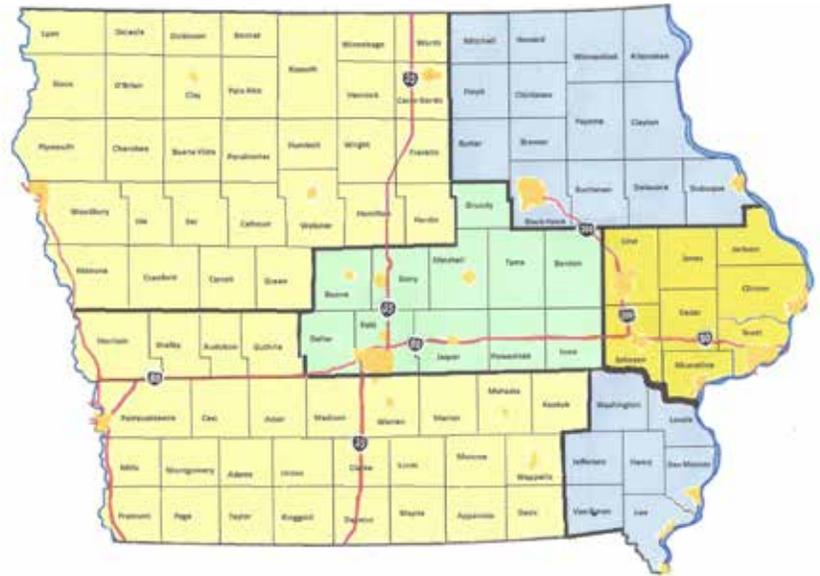
This issue's spotlight is on the Anamosa Warehouse Division. Since the Warehouse was last featured in the newsletter in 2012, we have some new faces and changes.

Rod Kramer joined us as Senior Technician doing installations and deliveries. Jamey Klostermann has been promoted to Senior Technician responsible for warehouse operations. Along with Rod and Jamey, IPI Supervisor Kim Zimmerman, and Transport drivers Mike Kuper, Don Chapman, and Fred Schilling meet the challenge of deliveries and installs.

This summer was like no other, and we had many deliveries and installs throughout the state. The warehouse division has moved to leasing trucks as they come due for replacement to improve maintenance and reliability. IPI Purchasing Agent II Ruthie Mosser also is based at the warehouse.

With the implementation of 5S in the shops and business office operations, "send it to the warehouse" was a common phrase. While these events are definitely needed to make our areas safer and more efficient, the result is warehouse buildings that are filling up. The warehouse team will be working on a process to control and reduce items that are not giving us a value.

Along with the deliveries and installations of our finished products, the warehouse division also receives the various raw materials that need to be sent inside to Anamosa's eight manufacturing divisions. Because each division has a unique line of products, each also has a unique inventory to maintain. The warehouse team is tackling the challenge of ensuring that each shop has the right material at the right time so production, and ultimately customer satisfaction, is met on orders.



Green - The Warehouse delivers to each area of the State once a week, although exceptions are frequently made to meet specific customer requests
Yellow -
Blue -
Orange -



Current staff at the warehouse from left to right: Jamey Klostermann, Ruthie Mosser, Mike Kuper, Fred Schilling, Rod Kramer, and Don Chapman. Not pictured: Kim Zimmerman.



Left: Anamosa actually has multiple warehouse buildings that they store raw materials and finished goods in for the shops.

Lean Highlights

IPI's Training Conference: A Day of Learning & Fun

On November 1, IPI staff from across the state traveled to Anamosa for the 2017 All Staff Training Conference. The day was dedicated to development, team building, efficiency systems and several training presentations.

IPI Director, Daniel Clark welcomed everyone to the conference with a presentation entitled “*Look What You Made Me Do*” as a humorous reference to a popular Taylor Swift hit song. During the opening presentation, Clark reminded the staff how their daily work efforts are making Iowa a better, safer place.

In the morning, specialists from other government organizations were invited to speak. Michelle Wilson has been a DNR Lean Facilitator since 2007. Her presentation on “*Identifying Opportunities for Improvement Using SIPOC Analysis*” related to the analysis IPI staff members perform in their shops. Dean Howard is a Corporate Quality Manager for UNICOR, the correctional industries program of the Federal Bureau of Prisons. He presented “*Quality is when customers come back, but the product doesn't.*”

IPI staff members James Van Langen, Seth Essing, Tammy Luchtenburg and Lennie Miller each discussed the implementation of IPI manufacturing systems in their own shops. They all opened the floor for Q&A after each presentation.



The winning team (Table 1) hard at work building the base of their marshmallow holder.

The morning also included a team building exercise called “The Marshmallow Challenge” in which each team attempted to construct the tallest structure with a yard of tape, a yard of string, 20 pieces of spaghetti and a marshmallow. The purpose of the marshmallow challenge (other than being a fun break and team-building activity) was to encourage

staff to identify a task and to solve it with critical thinking, trial and error.

Lunch was catered by Fareway Stores. Store manager, Bryan Bucheit spoke during lunch about what makes Fareway special and why it is one of the top grocery chains in the nation.



After lunch, ten IPI staff members participated in a few rounds of Family Feud. The “IPI South” team prepares to steal a question from the “IPI North” team.. were related to IPI operations.

Toward the end of the day, Mike Duncan, Training Specialist I and CERT Commander for the Anamosa State Penitentiary, led an important session about safety in IPI shops. He encouraged all IPI staff to realize they are all working in a somewhat dangerous environment and to always think proactively.

Lean Training Specialist, Steve Forbes, organized most of the day. He planned the speaker schedule and made sure everything stayed on track with the schedule. He provided a recap of the day before introducing Becky Bessine to the podium to speak.

Becky is the manager of IPI's Fort Madison location, but she is retiring in the spring of 2018. She gave a speech titled “*Reflections on My Career at IPI.*” She has been employed at IPI for 31 years. All of the staff appreciates the good things she has done for the company and wishes her the very best in the future!

Overall, the 2017 Annual Training Conference was a very productive day filled with informative presentations, a few fun activities and lots of laughs.

If your shop has Lean improvements that you would like to share, please submit to Steve Forbes.

Employee Highlights

New Employees



Rod Kramer

IPI welcomed Rod Kramer to the IPI team on October 2, 2017, as a Senior Technician in Anamosa's warehouse. Rod's previous work experience includes management in manufacturing, transportation and safety, project management and residential CAD.

Outside of work, Rod has served on the Farley Fire and EMS for 24 years, currently as Fire Chief and EMT. In his free time, Rod enjoys spending time with his kids, family and friends, watching the Hawkeyes, Packers and Cubs, or just hanging out watching movies.

Rod said he looks forward to being part of the IPI team and contributing to its success any way he can.

Employee News



Chad Bildstein

Congratulations to Chad Bildstein on his promotion to Senior Technician in Metal Furniture. Chad has been with IPI since November of 2016.



Mike Kuper

Mike Kuper recently celebrated 20 years of employment with IPI. Mike (center) was presented his 20-year service award by DOC Deputy Director Dan Craig (left) and ASP Warden Bill Sperfslage (right).

Work Anniversaries

December

1 – Neil Grundmeyer (DM), 11 years
29 – Jed Kinion (Farms), 17 years

January

2 – Andrew Gogerty (DM), 1 year
3 – Kim Zimmerman (AN), 22 years
4 – Rod Schlee (AN), 27 years
5 – Chris Guy (AN), 7 years
8 – Doyle Austin (RC), 19 years
15 – Kevin Peterson (DM), 19 years
19 – Tommy Seibert (FM), 17 years
22 – Shane Blanchard (FM), 5 years
28 – Keith Kirchner (NW), 5 years

February

9 – Becky Bessine (FM), 31 years
11 – Brad Kite (FM), 5 years
16 – Mike Lynch (Farms), 22 years
16 – Ann Pollock (AN), 3 years
18 – Justin Opfer (MV), 5 years
19 – Craig Hilpipre (RW), 8 years

New Products

Econo Seating

In order to meet the needs our customers with smaller budgets, IPI is pleased to introduce the Econo Series of budget priced office chairs. This new collection includes six models for all areas of an office. Prices range from \$99 to \$249 and will be assembled in Mitchellville's Panels & Seating division.



Econo Executive Task: \$199



Econo Advanced Task: \$199



Econo Task: \$149



Econo Conference: \$249



Econo Executive Guest: \$149



Econo Guest: \$99



Logo Pedestal Tables

Designed for schools but applicable to any organization wanting to show off their brand, IPI's new Logo Pedestal Tables feature a cafe height base. The customer's logo is printed in the Sign Shop and affixed to a laminate table top with wood edging. They are now available for \$349 from Custom Wood.

FlexCharge

Through one of our vendor partners, IPI is now offering two desktop power options allowing our customers to easily add USB and power outlets to tables without any installation necessary. The FlexCharge5 and FlexCharge9 are available to order through Metal Furniture.



Sit-Stand Units

As the need to standing desktop units continues to rise, IPI has added two new models to our options. Both are more competitively priced than prior models as well as offering more adjustability. The two models, both priced at \$299, offer slightly different features to meet a variety of customer needs. Both are sold through Metal Furniture.

