



Dan Clark - IPI Director

LEAN HOGS?

IPI is pleased to have our new Lean Training Specialist, **Steve Forbes**, join us. Steve comes to us from the Harley-Davidson Motor Company in Wisconsin, where he was a Continuous Improvement Specialist II.

Based in Anamosa, Steve will assist all parts of the IPI organization as we begin our journey toward “lean”. This includes development of a Lean training curriculum for our staff and offenders.

One thing you’ll hear Steve stress is “Standardization” and why it’s important.

He gave me a test:

IPI Needs to Standardize Its Processes Because...

- (a) *Management wants to crush your spirit and snuff out any remaining joy you have for life itself;*
- (b) *Standardization allows us to establish the best way to do something, and then improve upon it;*

If you answered (b), congratulations!

Are you a racing fan by any chance? Just consider how the pit crews operate – everything they do is precisely defined and the crews follow the process exactly. As they develop methods for speeding up a tire change, the pit crew can carefully study the process and test out changes to see how they can speed things up. Once the process is changed, it’s written down, pit crew members are retrained, and everyone follows the new process.

Now imagine if each member of the pit crew had their favorite way to do things and did things the way they wanted – like nailing down a piece of Jell-O, they would never be able to establish how things were being done, let alone how they could or should be done!

Fear not, no one wishes to crush your spirit – the purpose of Standardization is to stabilize, so as to achieve a base from which to grow and improve. It will be an important part of The Way We Work.

Welcome, Steve!

- Dan

IPI TO INTRODUCE NEW MISSION & VISION STATEMENTS

What is IPI’s purpose? What do we want to accomplish in the future? The answers to these questions can be found in IPI’s new mission and vision statements.

Mission Statement

A self-sufficient program that positively impacts offender lives, reduces recidivism, and provides valued products and services to our customers.

Vision Statement

A meaningful work opportunity for every offender.

It is common for organizations to review their mission and vision statements regularly to ensure they align with their values and core strategy. While IPI’s prior statements had served us well for nearly two decades, it was time for an update. The new mission and vision statements were developed with input from the IPI Advisory Board, Management, and various IPI staff.

The new statements will be formally released to our customers in late September.

BRAILLE SHOP DEVELOPS BRAILLE ON DEMAND SERVICE

Braille Shop (aka Anamosa Braille Center) has been changing how we serve our customers. Although serving the sight impaired has been a program that has been at Anamosa for over 23 years, few have as direct an impact to learning as the transcription work that is done here. **Lennie Miller**, Production Coordinator, has been working closely with Supervisor **Greg Hart** and IPI Director **Dan Clark** to develop new ways of delivering quality services. The newest initiative is Braille on Demand.

Educators are changing how materials are delivered to students, placing more emphasis on varying material from multiple sources versus using a single textbook. Enter Braille on Demand, an online ordering system for transcription of shorter documents (typically 4 to 10 pages) that need a quick turnaround time. IPI will either deliver the transcribed documents electronically for the educator to print themselves or print and ship the documents to the school. IPI expects this program

to create a more consistent work load in the shop throughout the year; Braille on Demand would have its highest use during the school year while full text books are typically completed during the summer.

Braille Shop continues to grow and our customer feedback has never been better. As Braille Shop offenders move to other facilities we are having work stations available to allow them to continue transcription work, keeping their skills sharp and preparing them for work opportunities in the reentry process. The Braille workers also have completed the training to be able to use the newly adopted Unified English Braille (UEB) formatting.



The new Braille on Demand website is in its final stages of development and testing.

SIGMA CHI HOUSE, IOWA STATE UNIVERSITY

IPI was honored to furnish much of the new Sigma Chi Chapter House at Iowa State University this summer.

A feasibility study had determined that it would be more cost effective to build a new house for Sigma Chi than to renovate the 60-year old house currently in use. The old house was demolished in the spring of 2014 with plans for the new house to open in the fall of 2015. It was designed to be competitive with other fraternity houses on campus, ISU's residence halls and off-campus housing.



Scott Klinefelter, IPI Sales Representative for the non-profit market, also serves on the Committee of Fraternity and Sororities at ISU. After making contact with the house corporation, and with a strong recommendation from ISU's Residence Department, planning of furniture began with Sigma Chi's alumni committee. Scott and committee members met several times at the Des Moines Showroom, allowing them to see Scott's product recommendations for furniture that would hold up best to the wear and tear expected in a fraternity house.

The new house sleeps 55 brothers in 4-man suites; each suite has two bedrooms with two loft beds

and desks plus a small living room with lounge seating and tables. The dining room is furnished with round folding tables and Piper Chairs. The high-tech conference room includes an Eldora Conference Table and Breathe Jr Chairs.

The Beta Omnicrom Chapter of Sigma Chi has been in continuous operation at Iowa State University since 1916. As they come upon their 100-year anniversary, IPI wishes Sigma Chi a great next 100 years!



NEW PRODUCTS

The Sign Shop has been busy creating some new standard signs to meet specific customer needs. These new signs are either already available to order on the IPI website or will be added in the coming weeks.

EMERGENCY LOCATION SIGNS FOR TRAILS



EMERGENCY ALERTS SIGNS FOR PARKS



NICOTINE FREE SIGNS



EMPLOYEE HIGHLIGHTS



Steve Forbes joined IPI as our new Lean Manufacturing Training Specialist at the beginning of July. Steve grew

up in Anamosa and attended ISU, graduating with a Bachelor's degree in Agricultural Mechanization. He entered the manufacturing world, first working at IPB in Dakota City, Nebraska, and Brooks, Alberta, Canada. Over the past 15 years, Steve worked in various roles at Harley-Davidson Motor Company where he found his passion for lean manufacturing and helping people improve their work environments. Steve is happy to move back "home" to Anamosa to spend time with his parents and siblings. He is also very proud of his three children; two have graduated with Bachelor's degrees from the University of Wisconsin system and the third is in his second year at UW Platteville. Steve enjoys power sports and motorcycles, and he has recently found a new love for the challenge of training horses using natural horsemanship techniques.

Bob McGrew Retires

After 29 years of employment with the State of Iowa, Bob McGrew retired on June 12, 2015. Bob was most recently the Production Coordinator in the License Plate Shop, but he worked in and impacted a number of the Anamosa shops during his time with IPI.



Greg Hart, Anamosa Supervisor, recently was the recipient of Anamosa State Penitentiary's quarterly employee recognition award.



Tim Diesburg, Supervisor, was reassigned in July to facilitate a statewide rollout of the DOC Apprenticeship Program. Tim spearheaded the apprenticeship startup program at Anamosa with a successful program launch. Initially, the assignment will last 18 to 24 months and, if successful, will hopefully become a permanent part of the DOC's efforts to prepare offenders for the future. Tim will be focusing solely on this important initiative to improve offender outcomes and reduce recidivism. Tim has been a huge part of IPI's success in Anamosa, and we know that he will bring the same hard work and enthusiasm to the apprenticeship program. We wish Tim well in the project.

WORK ANNIVERSARIES

August

- 6 – Dennis Barry (DM), 16 years
- 18 – Julie Schaefer (Farms), 12 years
- 20 – Karyn Hartwig-Evans (MV), 8 years
- 21 – Don Chapman (AN), 15 years
- 27 – Pete Quackenbush (AN), 8 years
- 28 – Kent Ashline (AN), 17 years

September

- 1 – Al Stecher (AN), 15 years
- 1 – Darrell Redman (MV), 1 year
- 3 – Al Reiter (AN), 22 years
- 5 – Steve Anderson (FM), 7 years
- 12 – David Schmitt (AN), 35 years

October

- 2 – Clint Schmidt (DM), 20 years
- 3 – Jerry Manning (DM), 19 years
- 14 – James Pinegar (MV), 12 years
- 23 – Deanna Cross (NW), 28 years
- 30 – Scott Klinefelter (DM), 17 years
- 30 – Aaron Lofthus (DM), 17 years