

S.B. KUMAR

PRE-FIT **FOR**
PROFIT



UNCOVER , DISCOVER , RECOVER

PRE-FIT for PROFIT
Uncover, Discover, Recover

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PRE-FIT for PROFIT

Uncover, Discover, Recover

S.B. Kumar

Dedication

*My parents (Late Shri R.P.Sinha & Late Smt.
Ramsamhari Sinha)*

*Who carried me on their shoulders and encouraged me to
touch the sky.*

*I am who I am because of you and I know that right now
as ever you are watching over me and blessing me.*

And

*To my family My wife Sanju for keeping faith in me and
encouraging me to embark on this journey.*

*My lovely daughters Shivani and Shahiba for keeping my
tea warm and my heart even warmer, when I burned at
mid night by oil, writing this book. Mr. Deepak Kumar,
My son Shashank for the valuable IT support.*

And

*To all the nuts and bolts and tools and grease, that made
me the engineer I am today.*

About The Author

An accomplished management professional with an eventful career of 24+ years studded with professional brilliance predominantly in the areas of Manufacturing/Production - Business Models, Operations Management, Quality Assurance, Financial Management, Resource Optimization and Team Management. Exhibits excellence in career progression of bridging process and managerial acumen in business delivery & roll-out, planning & vision for projects and process management. Functional prudence in managing business operations with creative planning and strategic inputs to maximize footfalls and realize desired growth and profitability objectives.



A Complete Manager with expertise in handling business dynamics, developing, nurturing and strengthening teams by deploying evolving management practices and innovative thoughts. Strong credentials in Value Engineering & Value Analysis, Lean Manufacturing, Six Sigma, TPM and TQM. Deft experience in ISO 9001, TS16949, GMP, SEDEX Audit, BRC Ion, HACCP & EHS, etc. Demonstrated strengths in handling business change impact, business readiness and business transition planning. Expertise in establishing and governing manufacturing business models.

Kumar is a Mechanical engineer (B.E) with MBA (operations) and have gathered rich first-hand experience of the entire manufacturing processes (P, Q, C, D, S, and M, E) while working for industries leaders like Clutch Auto limited, Rockman Industries limited (a HERO group company) and Hitech Plast limited. He also got the rare privilege of working along with and following manufacturing & quality system developed by Gurus like Prof. S. Yamaguchi San, Prof. Takao San of Japan and Chief mentor of ACMA- ACT cluster Mr. C Narsimhan. He has completed exhausting training for production management form AOTS, Japan and Quality Management training form AP, Italy.

A consistent performer & excellent communicator with exceptional mentoring & interpersonal skills in transforming a low performing team to a high calibre work force coupled with proven abilities to understand people psychology backed by confidence to interact with individuals at all levels .

About The Book

What you think, you create! What you feel, you attract!! What you imagine, you become!!!

An entrepreneur is not someone who starts a business. He/ She is someone who makes things happen. The only thing standing between you and your goal is the bullshit story you keep telling yourself as to why you can't achieve it.

Great things happen when you pick yourself up, dust yourself off, and go after life with determination and courage.

PRE-FIT for PROFIT -- The title of this book is self-explanatory. To hit the target and to achieve your Goal, every resource must be absolutely FIT for that. Without good fitness, you can't become a great cricket player or world No.1 cricket team. Most of the problems in life are because of two reasons, we act without thinking or we keep thinking without acting. The proactive approach is the key for reduction of variation & prevention.

Why some START UP fail? Because strategy is misaligned with the vision, business model is flawed or team is weak or not fit for achieving the goal. The method of determining an organization's approach to its business is to evaluate its workplace organization capability & management standards.

Methodology to achieve process robustness by providing guidelines/steps is the main focus of this book.

How to make safe factory, higher equipment availability, lower defect rate, reduce manufacturing cost, breakthrough in throughput ,improve production agility and flexibility, improve employees morale, better assets utilization & enhanced enterprise image to customers, suppliers , employees and management are some of the key questions this books tries to answer.

Health of the organisation can be checked without checking balance sheet of the plant. Status of 5S is the reflection of the health of the plant. The flexibility and ability to change are within bounds and not open-ended and therefore often don't need expensive capability requirement. More importantly, all of these concepts have to be understood, appreciated and embraced by the employees who build the products and therefore own the processes that deliver the values.

This book will help organizations in improving waste elimination processes. No process is perpetually perfect. Operation must be improved continuously. Striving for innovation and evolution for all these dramatic change will only be possible when a team can learn the methods of improvement tools deployment.

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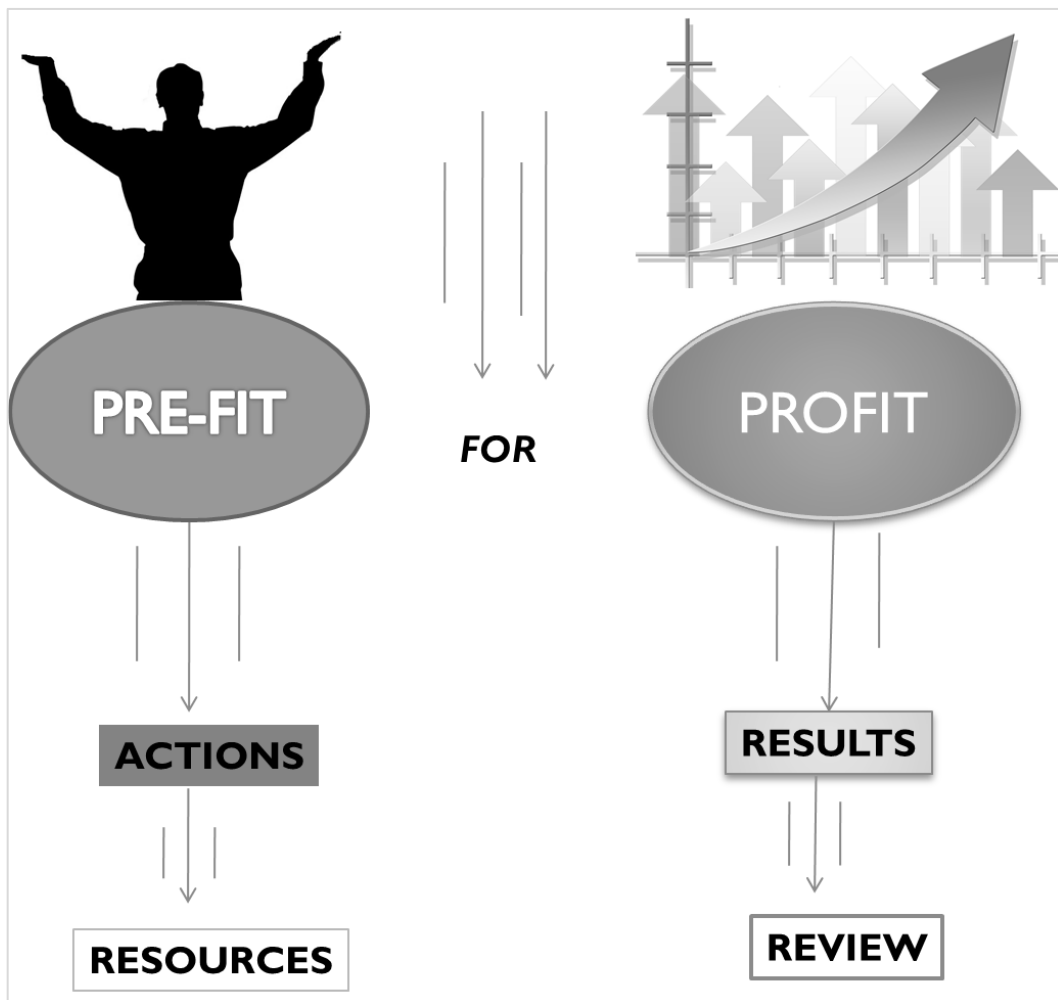
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THE GOAL

Pre-fit” is pro-active & value added efforts, which leads to profit. Semi- fit or Unfit is reactive & cost addition, which leads to business losses and demotivation. At the end, all business operations can be reduced to these three words: **People**, **Process** and **Profits**. Unless you have good team, you cannot do much with the other two.

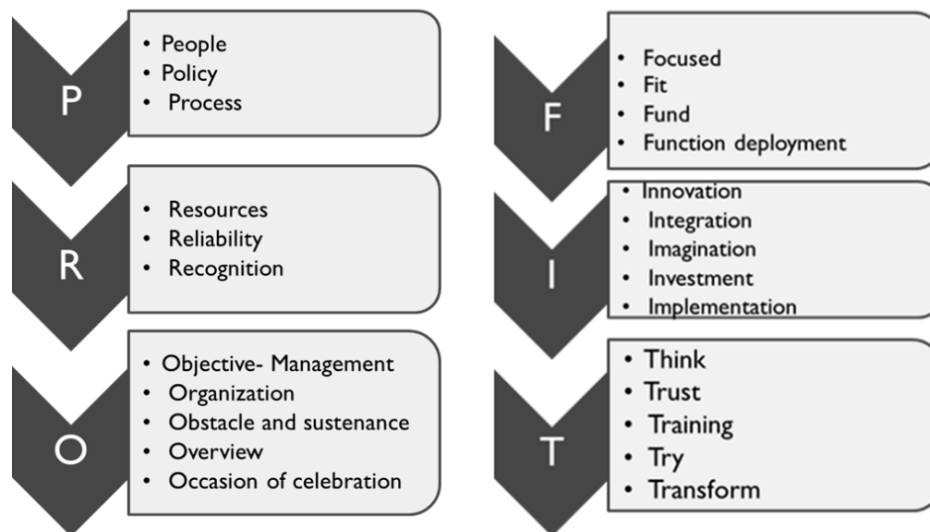
So, any organizational goal should be based on these answers - Can you run the business, make money and provide higher pay back to the board and the investors with happy customers, suppliers & employees?

*Dhuondhoge agar..., to hi raaste milenge ...!
Manjilon ki firrat hai..., khud chalkar nahi aati !!*



Pre-fit for Profit

Pre-fit is prevention. Survival of the fittest is the law of nature. It is the one that is most adaptable to change.



A “GOAL” is dream with deadline. The goal without a Plan is just a wish! The secret of life has inbuilt limits-road has speed limit, bank has money limit, exam has time limit but thinking has no limit. So think big & achieve big!

“Who” is the most important factor & this must come before “What” questions, even

- ✓ Before Vision
- ✓ Before Strategy
- ✓ Before Action plan
- ✓ Before methodology

So the top most agenda during goal setting is, to build deep and strong executive team first (strengthening of WHO part) .

“Set a goal that makes you want to jump out of bed in the morning. Big Goal Very big. Wow !

A comfort zone is a beautiful place but nothing ever grows there.” Old proverb comes true-No pain, no gain. Success is a vehicle ,which moves on a wheel called-**Hard Work**, but the journey is impossible without fuel-called **Self-confidence**. So right quality of people & optimum numbers are very important to drive the vehicle to destination. A negative employee sees a difficulty in every opportunity but a positive person sees an

opportunity in every difficulty. We hire & train them for sharing the burden & not adding the negativity. They are here for searching & providing solution & not always registering only problems. The size of any problem is nothing compared with one's ability to solve them. Don't overestimate your problems, and underestimate yourself. We don't grow when things are easy; we grow when we face challenges. Make the system more fitter to face the future challenges.

Koi to hai..jo Faisala karta hai, Kise thokron pe rahna hai aur kise bhagwan hona hai !!

The right people don't need to be highly managed or fired up. They will be self-motivated by the inner drive to produce the best results and to be part of creating something great. These are steps to achieve success after goal setting.

Set the highly ambitious goal.

Devise the right strategy

Formulate result oriented action plan.

Unleash real action.

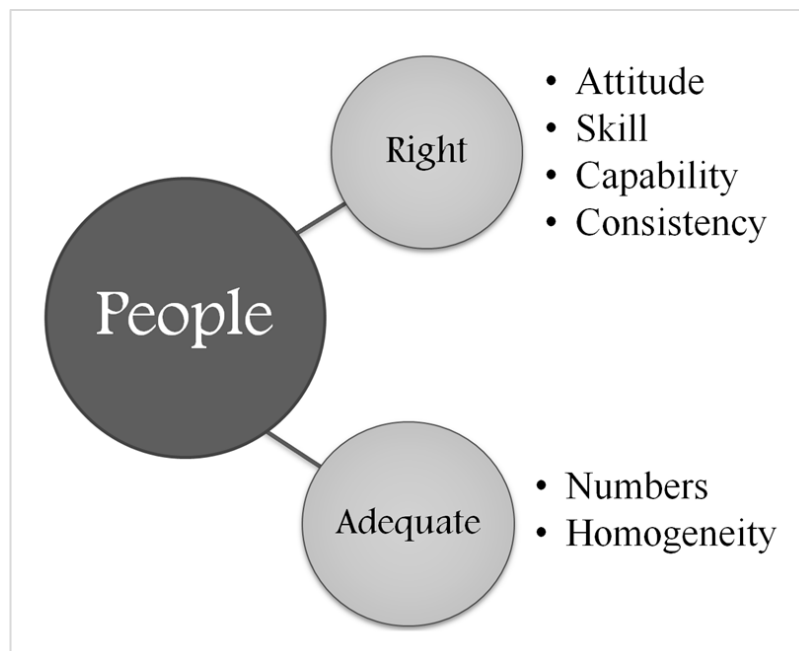
Review actual progress.

Be flexible to change strategy depending upon incremental output.

If un satisfied, then crush resistance with no mercy.

Hit the goal post!

And for all the above mentioned steps, a good caliber, dedicated, excited, motivated, target focused, Positive thinking, energetic & devoted Team required. People first!!



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