

Message from the MD



2012-2013 financial year holds exciting and new challenges for the Vative team.

Recent funding changes in many areas have seen reductions in funding amounts. We feel this is a positive change which will allow Vative services to further stand out against traditional training service providers. Our approach of "project application" based training together with a documented and proven 2100%+ ROI, ensures that our clients see real benefits and outcomes from our programs. Funding continues to be purely a mechanism to showcase our capability, without any associated financial risk to our clients. Our programs on a Fee for Service basis are positively geared investments. With smart program design the impact of reduced Govt funding on Vative's new packages will be minimal.

Due to 500% growth in recent years, Vative have recently moved into a new, custom built Head Office in Glen Waverley, Victoria. With dedicated areas for Project & Training Services, Business Development, Administration and Finance departments our new head office will help us to provide an even higher level of efficient services and support to all our clients. Furthermore, we have created dedicated and modular training and conferencing rooms with the latest in multi-media technology to enable us to move into the on-line learning space. By coupling all the above with robust and benchmark application of Lean Office fundamentals, this has seen us create an office environment that is benchmark in terms of design, functionality, efficiency and professionalism.

We welcome all our clients to come in and visit and experience our benchmark Lean Office Environment, especially those who are seeking to benchmark or reference the latest Lean Office application techniques for 5S, Visual Management, Layout Planning, Standardisation, KANBAN/Pull Systems and many other tools.

Finally, after achieving our past Vision of becoming the leading Lean Six-Sigma Service provider in Australasia, we are excited about our new Vision. This Vision coupled with our recently formed Charity arm will see our team make beneficial impacts on People, Businesses and Societies. Vative now moves into the space of assisting our own Federal and State Governments, as well as other foreign governments, to help bring about productivity improvements on a much grander scale.

Sincerely



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Australia New Zealand Asia

Vative launches its Charity Arm!!! 25% of all past and future profits donated directly to Vative Charity

The Vative Purpose:

- ✓ Improving people, businesses and societies.

The Vative Vision:

- ✓ To develop a global, sustainable, self propagating system aligned to improving people, businesses and societies.

Vative Charity has recently been launched in order to drive our vision of improving People, Businesses and Societies into the business community and greater society.



Vative Charity's mandate is to educate, develop and support like minded people, businesses & societies in achieving aligned Purposes and Visions, whilst at the same time to share in a more balanced and fairer distribution of wealth in line with the Vative Group profit sharing system.

For further information, read below.

At Vative, we have always been driven by a vision and desire to make a positive and long lasting impact on the business community and greater society through our products and services. We recognise and perform the obligations we have towards our people, customers, suppliers, competitors and the community as a whole. We believe our reputation, together with the trust and confidence of those with whom we deal, to be one of our most valuable assets. In order to keep this reputation and trust, we demand and maintain the highest ethical standards in carrying out our business activities.

Since our business was first formed in 2005, we have undergone significant business and organisational growth through partnering and working with businesses that have shared in our overall vision. Given our growth, reach and impact across various industries, coupled with our desire to bring about long lasting and beneficial growth to businesses and the people within them, Vative are now in a position to launch a new and exciting division into our business structure.

Vative Charity is a partnership-based "ecosystem" that enables the global business community to work collaboratively with Vative on the creation of new applications and services to advance the way the business community "adds value" to societies and the people within.

By creating Vative Charity, Vative has made a long-term commitment by building on our market leading position in business optimisation through Lean/Six-Sigma and to stimulate the creation and implementation of better business structures, systems and practices for the benefit of all employees and the society as a whole.

Vative launches Inspire Leadership into market

Developing Inspiring Leaders Motivate & Empower Teams via Positive Cultural Change

Vative's **Inspire Leadership** Program transforms leaders to enable them to enhance the motivation, morale and performance of teams through a variety of mechanisms. These include connecting the team's sense of identity and self purpose, plus linking to the collective purpose of the organization; being a role model for teams that inspires them; challenging teams to take greater ownership for their work, and understanding the strengths and weaknesses of teams, so the leader can align people with tasks that optimize performance.

How was the program developed?

The Inspire Leadership Program is a unique hybrid of many proven leadership and psychology disciplines which include:

- ✓ Emotional Intelligence
- ✓ Neuro-Linguistic Programming
- ✓ Body Psychological Theory
- ✓ Hypnotic Theory
- ✓ Spiral Dynamics
- ✓ Myer Briggs Typology
- ✓ DISC Personality Profiler



Inspire Leadership

How does the program transform leaders?

Inspire Leadership focuses on:

- ✓ Enhancing self awareness
 - Truth, Motivation, Empowerment, Overcoming Fears, Initiative
 - Confidence, Beliefs, Values, Morals, Sub Conscious & Instinct
- ✓ Developing a greater awareness of others
 - Empathy, Gratitude, Compassion, Boundaries & Limitations
- ✓ Strengthening abilities to positively make meaningful connections with people
 - Rapport, Congruency, Unity & Trust
- ✓ Creating greater appreciation for other people's ethics and ecology
 - Environment, Doing Without Harm, Value and Beliefs of others
- ✓ Formulating a Purpose
 - Goal Setting, Insight, Clarity & Purpose

How is the program structured? (Program can be customised to suit business objectives)

- ✓ Participants develop skills via actual application through two real life "work based" relationships
- ✓ Training is delivered in a structured manner at a schedule agreed to by the company that allows participants to exercise their skills with real life relationships at a manageable pace
- ✓ Group sizes are minimum 5 and maximum 15 participants
- ✓ Delivery method: 10 x 2-3 hour sessions, once per month or 3 x 1 day sessions
- ✓ An additional 1 hour of personal coaching per session per person is provided by the facilitator
- ✓ Participants practice new skills as part of normal work and life
- ✓ Coaching sessions include observation of participant in the workplace. Feedback provided to help develop skills in engaging, empowering and leading teams

**Last Chance to register in
Vative Six-Sigma Courses at 2011 FY prices.
Offer ends end July 31 2012.**

Your commitment to the remaining available positions will save you 10% over 2012 pricing

Open Class Six-Sigma Courses: Positions Available



Vative have available positions for upcoming Open Class Courses **at 2011 Pricing.**

Green Belt Six-Sigma cost @ \$3500 per person (25-27 July)

Black belt Six-Sigma cost @ \$11,900 per person
(Week: 1 TBA, Week 2: Sept 17-21, Week 3: Nov 26-30)

Note: Bulk Discounts apply for Group Bookings.

Contact Vative directly to register your interest

The Power of Lean – A Case Study in Lean Implementation



Sancell[®]
Air Bubble Cushioning

Sancell is a Victorian based manufacturer of packaging solutions including products such as bubble wrap, padded mailing bags, pool covers amongst many other products.

Sancell took part in a 12-month Lean Training Program involving all shop-floor & staff members. In parallel to the Lean Training and 5S implementation, formal Project Teams were created and supported by one of Vative's Lean Experts in the implementation of defined improvement projects. Average ROI of 2167% was achieved over 13 formal CIP projects

The project with the highest ROI of 5,714% was the reduction of product waste on 2 extrusion lines. For an investment of only \$3,500, an annual saving of at least \$200,000 was realised. The initial target was to reduce the waste from 10% to 5%. However, applying a "Zero-Defect" mentality drove waste down to 1% after a 10 month period.

Graham Conley (Production & Warehouse Manager) from Sancell said about this success story:
"The biggest thing for decreasing waste was to get the waste data and to get everyone to record properly each shift. Once we knew exactly what the main contributors were to the waste at extrusion, we were able to focus and reduce waste basically without investment, simply by focusing and involving all operators on a daily basis through waste meetings, analysing problems through 5Why and applying waste reducing methods. Not long after we started the waste dropped. Many improvements and suggestions were made by the shop-floor team itself.

Our waste figure for January 2012 was at 4.2 tonne compared to January 2010 with 10.6 tonne. At the same time our output had doubled from 2010 to 2012! We only invested \$3,500 and are now saving at least \$200,000 each year."

Further Lean Continuous Improvement programs are underway to reduce waste even further throughout 2012.

Waste per month 2011 from Extrusion Processes - excluding offcuts

