

The Manufacturing P.A.R. Excellence™ Logo



The background looks like a golf swing because that is exactly what it is. The very first Owner/CEO to implement Manufacturing P.A.R. Excellence™ struggled with the changes that the system brings into the business.

He used the metaphor of learning a new golf swing. He said, *“The changes we have to make in implementing the ParEx tools remind me of learning a new golf swing. When you learn a new swing, at first you struggle with each part of the swing. In each part of the swing the club is supposed to be in a particular position, as are your wrists, arms, shoulders, torso, knees, feet, etc., As you move to the next part of the swing all of that gets adjusted. It is hard to make these new moves because you’ve got all this muscle memory from your existing swing.”*

It is a good metaphor because Manufacturing P.A.R. Excellence™ calls for the Owner/CEO/President and the leadership team to put aside business practices that felt comfortable – almost natural, and replace them with more effective business control and leadership tools. Putting aside the old business habits is easier to do in the rational mind than it is at the emotional level.

Because you are trying to change long-standing habits, you and your leadership team will implement the basic components of Manufacturing P.A.R. Excellence™ over three full implementation days. These three days are spread out, allowing 30 days between each, where practice enables the new habits to soak in. Psychologists tell us that *“Because habits are processed in the brain thousands of times faster than intentional behavior, the only reliable way to change an entrenched habit is to develop a new one...with practice, your brain will automatically replace (the old habit with the new one)¹.”* The Manufacturing P.A.R. Excellence™ implementation strategy calls for practicing new behaviors as part of the business control structure. That makes Manufacturing P.A.R. Excellence™ an easier system to implement and more likely to stick.

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¹ <https://www.psychologytoday.com/blog/anger-in-the-age-entitlement/201408/changing-habits>