

Best Ideas
Come Together.

Where The Best Ideas

Come
Together.



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What Others Say

About Scanlon

● FORTUNE MAGAZINE

Enterprise for Everyman . . . the Scanlon Plan has generated a competitive spirit throughout the factory: one hears about competition from the workers as well as from management itself.

● LIFE MAGAZINE

When Scanlon Plans are no longer necessary we shall have licked the great problems of the industrial age.

● TRAINING MAGAZINE

Scanlon . . . one truly big idea has bubbled along since the 1940's, never receiving the accolades we regularly bestow on more modest insights. And it's surprising considering this one has all the elements of a blockbuster.

● DETROIT NEWS

Quality Plans nothing new . . . ask Scanlon

● THE WORLD OF WORK: THE IMPACT OF THE SCANLON PLAN ON RETAIL STORE PERFORMANCE

Stores with Scanlon Plans on average received a more favorable response on all customer satisfaction measures of performance than found for control stores. Scanlon stores had consistently higher sales performance.

● PEOPLE PERFORMANCE AND PAY

100 percent of all firms with Scanlon Plans report they are having a positive or very positive impact on productivity. Scanlon Plans produce the most consistent pattern of high ratings.

● GAZETTE DETROIT BUREAU

Doctrine Merges Ethics, Productivity . . . dozens of companies have for decades been practicing just what reformers say is now desperately needed in corporate America.

● INSTITUTE FOR EXCEPTIONAL PERFORMANCE

The Scanlon Plan is one of the best kept secrets in American business.

● THE POWER OF OPEN BOOK MANAGEMENT

Scanlon companies . . . pioneered employee involvement long before it dawned on the rest of the business world.

Scanlon Leadership Network

Who We Are.

Founded in 1964, the Scanlon Leadership Network is a nonprofit Association of high performance value-led organizations.

What the Network will do for you

Your organization will become more competitive, and a better place to work. Since our founding, our members have won the Baldrige Award, the Shingo Prize, hundreds of supplier awards, and five have been ranked in the top 50 best places to work in North America.

Your Organization will develop a high performance/high involvement culture.

We follow the fundamental, comprehensive, coherent, and time-proven Frost/Scanlon Principles. The Principles were developed and extensively researched at the Massachusetts Institute of Technology and Michigan State University by Dr. Carl Frost.

1) Identity: When your employees understand the business reality of your organization they become business partners, better able to help your organization compete and adapt to change. We will show you how to practice open-book management, cooperative labor relations, lean manufacturing and change management.

2) Participation: When your Employees are able to influence decisions in their areas of competence, your company will benefit from higher quality decisions and greater profits. Research shows a 3 times greater ROI in highly participative organizations. We will help you develop effective suggestion systems and team based structures. You will learn from other members who have saved millions of dollars through cost saving suggestions, and who have developed billion dollar new industries by harnessing the wisdom and energy of every employee.

3) Equity: Your investors, customers and employees all have critical needs that must be met for your company to enjoy long term success. We will help you create gainsharing, goalsharing or profitsharing systems that will focus your organization on meeting the needs of all stakeholders. Research shows a 765% greater net income with this approach than an approach that only focuses on shareholders. We will also help you be accountable to the needs of your employees by administering state of the art employee satisfaction surveys.

4) Competence: Employees must continually increase their knowledge and skills. Members gain access to an ever-expanding selection of courses and programs. Many of our training programs are “turnkey,” allowing you to train at your site with your staff at your chosen time. Our Lean Manufacturing Simulation Training system was chosen by GM to train all employees at their new Cadillac Plant. Other programs include Hoshin Planning, Supervisory Training,

Business Literacy, and Listening Skills. Most programs are available to members at either a substantial discount or can be downloaded for free from our web site.



You will gain competitive advantage through Networking

Joining the Network allows you to tap into the experience of countless companies, business leaders, consultants and researchers.

The Network collects, judges and disseminates dozens of proven “Best Practices” each year. Each Best Practice contains results, pitfalls to avoid and contact information so you can select, install and obtain expert help quickly.



Our annual conference and company tours (one of the oldest continuing business gatherings in North America) bring together representatives from throughout the business world. Members attend as company delegations made up of executive and front line employees. By traveling, teaching, and learning together your delegation will be prepared to make immediate and positive contributions to your company.

Our contact book, updated yearly, makes connecting with other Scanlon practitioners quick and easy.

Your Leadership abilities will be enhanced

Servant Leadership is fundamental Scanlon concept. In “Leading People,” a book on the top 30 business leaders in the country, four had Scanlon connections. “Leadership is an Art,” written by Scanlon Leader Max DePree, is considered by Inc. Magazine to be one of eight books every business leader should own and one of the best books on Leadership ever written.

At our annual leadership retreat you will network with and learn from highly effective business leaders.

You will become part of a tradition of excellence

Our rich business tradition started in the 1930’s with the innovative work of Joe Scanlon and includes ideas from Douglas McGregor, Carl Frost, John Donnelly, Max DePree, and many others. Scanlon ideas were even adopted by the Japanese to create their high quality work cultures.



Unlike many management fads, homegrown solutions, consultant proprietary programs and “programs of the month” these ideas have been extensively researched and independently proven in a wide variety of industries.

You will save money and time

Outside “expert” advice is expensive and often not focused on the real needs of business leaders. Members of the Scanlon Leadership Network avoid this cost by sharing their expertise with the other members. Also, the Network collaborates with trusted consultants who are experienced in Scanlon, which virtually eliminates search time and wasted efforts.

We work for you

By pooling modest dues Network members are able to support an office and paid staff devoted to serving the needs of all members. Sales of several products, created from Best Practices, also help fund the Network and the development of new products and services that will meet our members’ needs.

Our member-elected Board of Directors oversees the Network’s strategic direction. Member volunteers serve on committees that develop new products, select best practices and plan conferences.

Why haven’t I heard about this Network before now?

Several business writers have called us “the best kept secret of American Business.” For many years we did not actively promote our membership. We have decided to bring the benefits of the Network to more organizations.