



Michael Hoseus
Director - Center for Quality People & Organizations (CQPO)

Mike is Executive Director for the Center for Quality People & Organizations (CQPO). Mike Hoseus brings both manufacturing operations and specialization in Human Resource experience to CQPO. CQPO is an organization developed in 1999 as a vision of Toyota Motor Manufacturing to share Lean Quality philosophy and human resource practices with education, business, and community organizations. CQPO current projects with Toyota include New Hire selection and training process, Team Leader and Group Leader post promotion training, Quality Circle Leader and Manager training, and Global Problem Solving for all levels. Mike is an adjunct professor with the University of Kentucky's Lean Manufacturing Program. Mike is co author with Dr. Jeffery Liker (Author of the Toyota Way) of Toyota Culture. Mike is an adjunct professor with the University of Kentucky's Center for Manufacturing and a member of the faculty of Lean Enterprise Institute. Mike is also president of Lean Culture Enterprises.

Prior to CQPO, Mike was a corporate leader for 13 years at Toyota Motor Manufacturing's Georgetown, Kentucky, plant both in Human Resources and Manufacturing. As Assistant General Manager in Human Resources, his responsibilities included personnel, safety, HR development, employee relations, benefits, training, and manufacturing/human resource teams for a plant of 8000 team members. His major initiative was development of the enhanced relationship between Human Resource and Manufacturing. Mike's operational responsibilities in manufacturing started in 1987 as a front line supervisor in vehicle assembly. This included all aspects of safety, quality, productivity, cost and morale for operations. With experience as Assembly Plant Manager and eventually Assistant General Manager, his responsibilities increased to include both assembly plants including operations, maintenance, and engineering.

Mike currently supports organizations with Lean Culture transformations focusing on the roles of Executive Management and Human Resources and how the quality people value stream connects to the production value stream.

Mike has served and contributed to numerous community boards such as the Kentucky Community and Technical College System and the Lexington Mayor's Partnership for Youth. Mike has degrees in Business and Psychology from Xavier University and a Masters of Arts in Counseling from Asbury Theological Seminary. Mike's wife, Suzy and he are co-founders of CMH, Inc. and Life Learning Ministries and have three children, Ben, Leah and Lindsay.