

## **Biography**



***Ernie Richardson***



Ernie was hired at Toyota Motor Manufacturing KY (TMMK) in 1988, in Georgetown, KY as a Production Team Leader in Assembly department Axle area. He was quickly promoted to Group Leader in 1989 and moved to, at the time, the newly built Powertrain Department overseeing Axle Machining start-up. He held this position until 1991 when he was promoted as an Assistant Manager over Engine Assembly and Machining within Powertrain. After gaining knowledge in many areas within the entire Powertrain Department he was promoted to Manager of Powertrain Axle Assembly and Machining. Ernie kept that role in Powertrain until 1998 when he was given the opportunity to move to the Human Resources Department as the Manager of the Skill Trades and Maintenance Development program. In 2000 he was given the added responsibility of Human Resources site Safety Department where he developed and established world class safety culture and practices for TMMK. Ernie kept this role until 2006 when he took over the Medical Management side of TMMK; this included short-term disability, long-term disability and worker's compensation. In 2009 Ernie was made acting Medical Director for Toyota Engineering and Manufacturing North America (TEMA) in Erlanger, KY (Toyota North American Headquarters) where he was responsible for (9) on-site medical clinics across Toyota North America (convenience care, full-primary care, and occupational care). He was also responsible for disability management (as describe above) North American wide. Ernie has 25 years' Manufacturing and Human Resources management which allows him to see the cultural dynamics from both functional areas of a company. He joined Teaching Lean as a co-owner after his retirement from Toyota in Feb of 2013, to share his experiences learned from his people, Japanese trainers, coordinators and Executive Coordinators in order to assist other companies on their Lean journey. He has over 1380 hours of classroom, practical training and Japan Gemba Training with a combined time of over 1 year total in Japan. Ernie worked at IBM for 8 years before joining Toyota. You can follow Ernie @thetoyotaguru , he also contributes to Tracey's blog at <http://thetoyotagal.blogspot.com>, and is a Faculty member at the Lean Enterprise Institute in Boston (lean.org). Ernie and his wife Tracey who is co-owner of Teaching Lean reside in Ormond Beach, FL.