

THE VISION

The world's automatic choice for providing "Value through Innovation"

FROM STRENGTH TO STRENGTH

I am happy to report that the order intake for the Company is at record levels with the 1st and 2nd quarter figures for 2011 being well ahead of the same periods in 2010; this growth has been in line with the strategic targets of the business.

To support this growth there has been a significant increase in staff numbers along with changes to Company structure and facility development during the first half of 2011.

These planned changes have all taken place to ensure we control our growth and continue to deliver in style everything we do. There is more information on these changes within this issue of VISION.

Confidence within the market sectors that Lambert operate in continues to grow, with equipment investment being high on the agenda for many of our clients. So that many of our customers retain their number one market position it is vital they innovate their own products and processes and we must do everything possible as a supporting partner to assist them with their own business strategy. "Their success is our success" is one of the key values within the culture of Lambert.



SUPPORTING AND SUSTAINING THE GROWTH

As all Lambert staff know, the growth of our business over the last two years has been a tremendous success.

Not only have we supported this with a strong recruitment campaign, but also with the growth and investment into our facility. **Since late 2010 the facility has grown by more than 13,000 sq ft to 84,000 sq ft.**

One of the next exciting projects to be undertaken is the development of a new 9,000 sq ft premier build facility. The current location of our Fabrication and Steel Store Departments are to be moved to another area. This facility will then be transformed into a new "Final Assembly & Innovation Centre". We are currently investigating the possibility of including a "clean room" environmental controlled area so that we can offer our customers within the Healthcare sectors additional services that will differentiate Lambert from our competition. This change will be happening over the coming 3 to 4 months and will be planned and implemented in two stages around our commitments to our customers.

The business has just taken on another additional unit in Guardian Park. This will be used as a warehouse in the short term and will give us an additional 2,400 sq ft of storage capacity.

We have also just received planning permission for the build of our new Electrical Department and Component Finish Department, this will add an additional 2,200 sq ft of floor space to the factory. We foresee building of the departments starting around late August and estimate a 2 to 3 month period before all internal finishes and services are complete ready for start up.

With regards to the Inspection changes mentioned in the last Vision, we will be building a new modern Inspection Department, the build should commence during the next 3 months. The business is currently in negotiations for investment into a possible pair of CMMs (Co-ordinate Measuring Machines) to give us increased capability within the department. This investment will speed up the process of inspection and also offer our customer base an increased level of service.

During this time of major facility alternations please bear with us and cooperate with any restrictions on access that may be required around the factory.

A WORD FROM THE TECHNICAL DIRECTOR



It is a pleasure introducing this issue of VISION at a time when our business is enjoying strong and sustained growth. This growth has not come about by chance, it is the result of everyone of us applying the customer centric approach to the things we do.

Over the last two years new words have entered our everyday conversations and thoughts: customer focus, added value, solution provider, each of which has fuelled increased quality, value, and innovation to our business systems, services and products.

Success and growth bring change and no one in the business has been immune from the changes that have taken place in aligning ourselves to our customers' needs. It is a great credit to all that these changes have been implemented in parallel with our "day jobs" Keep on trucking.

Ian
Technical Director.

LAMBERT ACTIVE AND OUT THERE

As part of the Lambert commitment to the development of young people our staff do many things. Earlier this year we took part in the Guiseley School Engineering Road Show.

This event, organised by the School, was aimed at improving the image of engineering and to promote it to young people. Who better to do this than our very own Mike Jennings and Rod Scott! Approximately 60 students attended the event from three schools and the day was a

tremendous success. Many thanks from both the Company and Guiseley School for Mike and Rod's commitment to the day.

As the photos show the students got to hear about the innovative side of engineering through the experience of two excellent engineers. Mike and Rod explained to multiple groups about what modern engineering is like in the UK today: the image of it being a dirty profession was replaced with the reality of clean, technologically advanced manufacturing facilities and also the varied roles within an engineering career.



Pictured from left to right: Warren Limbert, Kerry Cochran, Sharon Stanley, Malcolm West, Steven Clarke, Bob Harness, Steve Sissons, Brian Manson, Rod Scott, Mike Hargreaves and Chris Russell.

MANAGEMENT TRAINING

One of the actions identified from the business strategy implementation for 2011 was the training and development of our managers. Working with Kerry Cochran from LEAN Manufacturing, Mike Hargreaves, Mark Rounding and Sharon Stanley designed a training plan.

The objectives for the training sessions were to develop the management team to implement and drive the Internal Customer programme, engage their staff in effective meetings, hold regular team briefings to ensure business updates were effectively communicated, and to help them develop the skills to achieve continuous improvement activities.

Following the successful completion of the training sessions a presentation was held where Warren Limbert awarded the managers their certificates.

ANDREW SPEEDS TOWARDS SUCCESS



Rumours have it that Lambert could be getting a visit from the McClaren and Ferrari Team Principals.

News has been leaked about Lambert's very own Andrew Lightfoot who on a weekend exchanges his shirt, tie and customer focus for his XR2, driver's helmet and chequered

flag focus. His car proudly flies the Lambert colours for the world to see – watch out Red Bull... Andrew's successful season to date has seen him take 1st at both Snetterton and Mallory Park; for those F1 enthusiasts wanting to know more, you can find this at www.arlracing.co.uk where all of Andrew's race reports, pictures and videos can be seen.

INDIAN TREE CEREMONY

With the global customer base that Lambert enjoys, we see our staff travelling to every corner of the world on a weekly basis.

We are extremely lucky that we are always welcomed and looked after by our customers and we always thank them for their hospitality. For Marc Booth and Mike Jennings this hospitality extended a little further with them recently to being invited to a tree planting ceremony. They were given the honoured privilege of planting a ceremonial tree at the Indian facility of one of our customers. As the photos show, this was a great honour for Marc and Mike. Both have offered their services to our business for any future horticultural initiatives.



LEAN INITIATIVES

Over the last 2 years many of our staff members have been through the process of value stream mapping an area of the business.

The utilisation of this powerful tool has created many lean actions to remove or reduce the production of waste. As we all know waste comes in all shapes and sizes and is unacceptable in any guise. The latest process to go through the "brown paper mapping" exercise was the commissioning phase of projects.

Objective:

- To remove waste out of commissioning process.
- Remove any task or duty that doesn't add value.
- Identify any failings with the process where a system, control measure or document needs implementing.
- Identify anything within the process that cannot be considered robust or sustainable – analyse and improve.
- Agree best practice standard operating procedure then communicate and implement model into project management tools.

Process:

A large team of our experienced engineers dedicated over 4 day's of their time so that every aspect of the commissioning process could be identified and understood.

Anything considered unnecessary or that didn't add value was removed and best practice agreed upon. The "brown paper mapping" tool was used to structure the thought process throughout the course of the meetings and ensure every aspect of commissioning was dissected.

Outcome:

A new commissioning plan was drawn up and has been implemented with immediate effect into our SOPs (standard operating procedures). This document will give uniform control and structure to the commissioning phase of all projects ensuring that all members understand their role within the TEAM. It is another tool that can be used within our internal customer ethos, every member of the team understands what they must deliver and what their suppliers must deliver to them.

Vital waste removers such as tasks being completed before others can be initiated are clearly shown, mini-milestones are defined and communicated. Many thanks to the entire team who were part of this initiative. The following photo shows some of the team in front of the brown paper map that was created.



Pictured from left to right: Jayson Exley, Rob March, Gareth Munro, Ian Hampton, Steve Bowers, John Davey, Paul Newby, Julian Gardiner and Martin Childs Other attendees included: Paul Richardson, Martyn Hemmens & Roy Jewitt

LAMBERT TEAM RISE TO THE CHALLENGE

The Company would like to say well done to the Lambert team who completed the Yorkshire 3 Peaks Walk on Sunday 12th June.

Organised by Alex Jones, the team managed to complete the walk in 10hrs, whilst also raising more than £500.00 towards Help for Heroes. As can be seen from the photo, the weather gave them a great start to the walk and carried on being kind throughout the day (honest). If anyone wants to see the rest of the photos please see one of the team – a huge well done to Simon Hebbon, Jamie West, Gary Lucas, John Davey, Mark Hargreaves and of course Alex.



Pictured from left to right: Simon Hebbon, Jamie West, Gary Lucas, Alex Jones, John Davey and Mark Hargreaves

6s CONTINUAL IMPROVEMENT

An Update from our Committee

The first & second quarters of 2011

6S and Lean is now becoming a vital part of our business and the 6S Committee is playing an ever increasing role to focus all departments on their continual improvement throughout. All existing improvement actions for manufacturing systems have now been consolidated and this is allowing the committee to further focus on the overall plan and its implementation.

6S Acknowledgments

The Committee would like to thank each department for their support, especially during departmental audits. Your cooperation is much needed and appreciated. You are a vital component in any sustainable improvement activities and where actions have been completed, these have been suitably executed.

The 6S Committee would also like to express a big thank you to Maddy for all her efforts in ensuring the smooth transition from old to new work wear which was delivered promptly and efficiently.

Successes

These include the mapping of the commissioning process and further work in the modular technology sector – please read the write up on this process within this edition. Another success was the visit to our facility by Cooper Cameron (UK) Ltd of Leeds. They were hugely impressed with our forward thinking and how we have succeeded in our implementation and sustainability.

Anne-Marie Arthur – Cooper Cameron - Lead Six Sigma Black Belt - Business Improvement Leader - Subsea Systems

"I would like to thank you for your time and efforts in accommodating us for the visit yesterday to Lambert. I would also appreciate it if you could pass our thanks on to those involved at Lamberts. The guys all got useful information to help them to understand how we might approach the roll out of 6S at Cooper Cameron. We have utilized some of the Lambert information in a second day workshop where they are assessing areas that should be considered prior to roll out."

Target for third & fourth quarters of 2011

The main target for 2011 is to satisfy the prioritised consolidated action plan and ensure all targets are met and sustained throughout.

Remember one of the keys to our success is SUSTAINABILITY.

LONG SERVICE

It gives me tremendous pleasure to publish the following long service announcement

Congratulations to all those staff who have or will be reaching their 10, 15, 20, 25, 30 or even 35th (wow!) anniversary up to September 2011. We are lucky at Lambert to have such a fantastic workforce who dedicate so much of their working life to our business – a tremendous achievement – thank you to all.

Gavin McCarthy – 10 years April.

Martin Riddalls – 10 years July.

Nick Lakin – 15 years March.

Greg Ward – 15 years March.

Nick Green – 15 years September.

Sandra Aldridge – 15 years September.

Jon Morley – 20 years July.

Richard Lowe – 20 years July.

Martin Williams – 35 years January.

Denis Gelderd – 35 years April.

Phil Williams – 35 years June.

Tommy Orr – 35 years September.

MX AWARDS

As we all know, the award we received last year from the IMechE MX Awards was fantastic news for the business.

It was very much deserved and recognition that all the hard work being put in by staff to improve the service we offer our customers was the right strategic direction for

Lambert. With regret we will not be entering the awards this year. Since receiving the MX Bench Mark report and also with the many improvement initiatives still being actioned it has been decided that during 2011 we should concentrate on the implementation of our many improvement plans. We will then be in a far stronger position in 2012 to enter and have all of the hard work recognised by hopefully winning at least one of the eight business categories.

HEALTH & SAFETY

Safety is critical to the way we do business at Lambert and is one of our core values.

Our safety focus, which begins at board room and senior management level, is underpinned by three elements: proactive safety behaviour, developing and implementing a safety management system, and finding engineering solutions for the physical safety hazards that are present in the manufacturing environment.

Safety performance is rigorously monitored and reported to management and the board. The management team remains focused on continuing to drive the improvements required to ensure a safe workplace for all. Likewise the same commitment is needed from the workforce to help implement any improvements to our safety performance. The key focus continues to be implementing safety programmes across the business and driving the required behavioural change.

At Lambert our commitment to safety and quality innovation is the cornerstone to being the industry leader.

NEW FACES AT LAMBERT

I would also like to take this opportunity to welcome all new staff to Lambert.

Since the last issue of Vision our recruitment drive has ensured many new people have started with the business. I'm sure there are many of you who can't keep up with all of the new faces so I thought I would give a quick resume of those who have joined the Lambert team and where they are working.

Stacey Brown
Receptionist

Keith Davison
Fitter

Neil Jackson
Labourer

Lewis Howard
Mechanical Apprenticeship -
Turning

Chris Marshall
Electrical Design

James Garside
Fitter

William Brooke
Temp Labour

Connor Bishop
Mechanical Apprenticeship -
Fabrication & Welding

James Jowett
Software Engineer

David West
Bench Fitter

Darren Seabrook
Miller

Ben Charlton
Design Engineer

Jonathan Booth
Electrician

Debbie Costello
Buyer

Oliver Brookes
Mechanical Apprenticeship -
Fitting

John Duck
Project Engineer

Alan Edson
Electrician

Kevin Gilligan
Labourer

Joe Stanger
Mechanical Apprenticeship -
Fitting

Michael Mercer
Bench Fitter

Graham Carter
Electrician

Ian Hemingway
H&S Manager

Steve Hardaker
Fitter

Stuart Naylor
Stores Assistant

Our Vision:

THE WORLD'S AUTOMATIC CHOICE FOR PROVIDING "VALUE THROUGH INNOVATION"

Remember, everything can be improved and innovated – Never stand still...

Warren Limbert Managing Director.

LAMBERT MISSION

- To provide profitable growth for the world's leading companies by supplying innovative, high quality and unrivalled value bespoke automated production machinery.
- To provide profitable growth for the world's leading companies with an unrivalled service for producing, modifying and retooling own design machinery and equipment.
- To support the specialised and innovative engineering sector with an autonomous and highly professional service to provide high quality precision machined components.
- To empower and develop our staff to fulfil their potential and provide a premier working environment for all.
- The Lambert Factor – We will differentiate ourselves by providing that unrivalled extra service, unexpected and beyond anything our competitors provide.

Lambert
Value through Innovation

Lambert
Automation Systems

Lambert
Equipment Engineering

Lambert
Precision Components

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