



*Resources for leaders
with a vision of Lean
that puts PEOPLE first*

Comments from clients:

We have benefited a lot by having Ray walk with us! From general business improvement and LEAN implementation, to employee and leadership training, Ray has served us well. Ray provides deep thinking and insight that we as business owners don't have the time and mental energy to do.

What I've really appreciated about Ray is his attention to make sure that everything he presents and teaches aligns with God's word. Today there are so many ideas and concepts that do not align with our Christian faith.

Elam Esh, Founder and CEO of *Country Value Woodworks LLC*; *AF Business Advisor*

Ray was instrumental in helping us streamline our production processes and optimize the layout of our facility. His expertise allowed us to enhance efficiency and maximize productivity across all operations. He helped us assess our workflows, identify areas for improvement, and implement innovative solutions that have made a measurable impact on our performance. We are grateful for Ray's strategic guidance and technical knowledge, which have been invaluable in optimizing our workplace and taking operations to the next level.

—Eli Glick, Owner and President of *E.G. Outdoor Products LLC*

"The content from PeopleFirstLean and Ray are world class. If you're like me, your choice to attend one of Ray's workshops will lead to more. Here's how I know. I first experienced Ray as a coach about ten years ago. It radically changed my approach to leadership. Then, I hired him as a speaker for Anabaptist Financial seminars. Then, he became a key contributor for my book *The Serving Leader's Guide to Effective Meetings*. And lastly, about once a year, Ray and I get together to share our latest learnings about lean and leadership. In every encounter with Ray, I walk away inspired with fresh content to apply!"

—Merle Herr, co-founder and 12-year Executive Officer of *Anabaptist Financial*;
Founder and CEO of *AgSalt Processing*

Comments from clients:

"As a careful student of Lean...Ray Randolph is an expert at helping companies adopt management systems that reduce waste, solve systemic problems, and create greater accountability. Ray has been an important part of our company's transformation—helping us learn to solve problems instead of creating short term band-aids or workarounds, standardize best practices, and create incredible clarity and accountability.

But be forewarned, don't hire Ray if you're happy with the way things are in your business today or if you prefer the way you've always done things to being challenged to rethink the why, what, and how of your business processes."

—Javan Lapp, CEO, *Superior Outdoor Products, Inc.*

"The last couple of years, our culture changed dramatically in a good way: our employees think about continuous improvement on a daily basis and our efficiency now is really no comparison to what it was then. Ray Randolph...was a big part of this transition. Thanks again, Ray."

—Melvin Stoltzfus, Owner and General Manager, *Meadow Creek Welding LLC*

"Your work here at Belmont has been extremely helpful and a major contributor to our progress and success."

—Jake King, Owner and General Manager of *Belmont Trailers LLC*

"We are very pleased with the results we are seeing since Ray has been our coach. Not only are we excited about Lean, but Ray also helped with structuring our company meetings. This has resulted in better communication and improving the company culture."

—(name withheld) General Manager and partner *Lancaster, PA area Service Business*