**Discussion Topics: Learning in Daily Work**

Select one of the following and find at least two (2) articles on the topic.

1. You book mentions Hubot. What is Hubot? Who uses it? What are some disadvantages of using Hubot?
2. Describe an improvement blitz. How many participants should be included? How long does it last?
3. Read through the case study on Internal Technology Conference at Nationwide Insurance, Captital One, and Target in Chapter 21 of the course text. In your opinion, how often should these be held? Do many companies have the time/resources to conduct these? Find at least two examples (not in the text) of which companies conduct these.

For this module, I will be covering the improvement blitz. In my research, I found an article on "The Ultimate Guide to a Kaizen Blitz" by the Chalmers St Consulting and "Kaizen Blitz Explained" by Ken Feldman on ISIXSIGMA.

The improvement blitz is also known as the Kaizen Blitz. The meaning of Kaizen goes back to a Japanese term, meaning "change for the better" or "continuous improvement," while a blitz is a "fast intensive nonmilitary campaign or attack" (Feldman, 2025). The focus of a Kaizen Blitz is to use team knowledge to help improve the entire organization, but it is usually aimed at a specific problem or area to remedy (Feldman, 2025). Kaizen Blitz is great to use when solutions have been exhausted, yet the issues remain active (Feldman, 2025). Kaizen Blitz is also good in scenarios where the scope is known and not too large, and solutions are required quickly (Feldman, 2025). It can also be useful by starting with momentum and establishing credibility (Feldman, 2025).

What helps define how the improvement blitz works is the average setup. Typically, an improvement blitz lasts between 3-5 days but sometimes up to 20-30 days (Feldman, 2025). The number of team members is often between 5 and 10 (Feldman, 2025). The Kaizen Blitz has many benefits, including "improved morale", easier work processes, fewer errors in design, fewer confusing processes, "streamlined communication", and less money spent on resources (Chalmers St. Consulting, 2023). There are also some negatives of using an improvement blitz, such as too much focus on speed and efficiency, which results in diminishing quality (Chalmers St. Consulting, 2023).

**References**

Chalmers St. Consulting. (2023, February 15). *The Ultimate Guide to a Kaizen Blitz - Chalmers St – Consulting*. Chalmers St – Consulting - Chalmers St – Consulting. https://www.chalmersst.com/the-ultimate-guide-to-a-kaizen-blitz/

Feldman, K. (2025, February 12). *Kaizen Blitz Definition*. ISixSigma. https://www.isixsigma.com/dictionary/kaizen-blitz/

***Before you submit your thread, put your name in the subject line.***

**Assignment Requirements and Grading:**

1. An initial post of approximately 250 words is due by **Thursday, 11:59 p.m., CST**.
2. For the initial post to be considered substantive, it should be at least 250 words in length and fully cover the topics being presented. Single-sentence definitions or responses will not be awarded points.
3. Submit your post by clicking on the **Assignment Link** above, then **Create Thread**. You must create a thread in order to view your peers' posts. Tip: Create your post in a Word document and then copy and paste your work into the thread.
4. A minimum of three (3) responses, **to the original threads of other students**, of 100-200 words each are due by **Sunday, 11:59 p.m., CST**.
5. To view the rubric grading criteria, click on the following link: [Discussion Board Grading Rubric.](https://content.bellevue.edu/cst/csd/rubricdbv3.pdf)

**(50 points)**

Hey, Brett! I think you did a great job on your discussion board for this module! You clearly defined what Hubot is, who uses it, and some of its disadvantages. I totally understand why GitHub decided to create its own chatbot. Have you tried using it before? I have not, but after learning about it, I definitely want to try it out myself. I think Hubot would be hugely beneficial when starting at a new company. That way, in my spare time, I could review code data and better understand what software development looks and feels like in the new environment.

Hi, Colton! You did a great job on your post for this week! I also chose to write about an improvement blitz. I found it fitting when I discovered that kaizen in Japanese means a change for the better or continuous improvement. It really summarizes the entire point of the kaizen blitz. In my research, I also discovered that an improvement blitz typically has a short turnover period. To put an actual number on the people in the group, I found it is usually between 5 and 10 people. I completely agree that rounding up the right group is needed when implementing an improvement blitz.

Hi there, Jacob! I enjoyed reading your post for this module. I thought it was insightful and thoroughly described what an improvement blitz is, how many participants are included, and how long it lasts. I like how you included which software development processes an improvement blitz typically utilizes. I also loved reading about your personal experience using the improvement blitz while working at Spectrum. It reassures me that the article I read is accurate since your improvement group participants are usually 5 to 10, which is what I found when researching. Have you experienced any negatives when using it at work?