ACCELERATING VISIONS TO REALITY[sm]
Our History

…nimble and adapt rapidly.

Accelerating Visions to Reality (AVR) is the name of our company and is the definition of our primary goal. In this day and age it is essential that companies are able to be nimble and able to adapt rapidly. However, it is also a requirement that decisions be based on solid processes, have excellent values and involve the people in the change activities as well as day to day operations.

…how work really gets done…

Hal Lunka and I met when I made a presentation to the local Project Management Institute Chapter on "Six Sigma and Project Management." As a Six Sigma Master Black Belt and a Project Management Professional, I saw a natural connection between the two disciplines. In particular, Six Sigma (SS) programs needed better project management and Project Managers needed to become versed in Six Sigma as it is certainly something they will see in the future. We talked briefly after the meeting about how we might work together to help bring SS into the PMI world. After a short "cup of coffee" meeting that turned into a two and a half hour discussion, we realized we shared many aspects of a vision of how to really get work done across an enterprise and the *AVR* process began to emerge.

About Dave Dirks: I've had the opportunity to experience a number of different environments. My initial college degree is in political science. Here, ideas and concepts can be somewhat fluid. The key is to really listen and be sensitive to what is being said. The truth is in the exchange of ideas, negotiation and getting to the best solution within a given set of circumstances.

My post graduate management education was done at the Infantry Officers Candidate School at Fort Benning, Georgia. While this may not be a conventional post grad course, it was definitely great management training. The lessons of attention to detail, making sure people are well trained, well equipped and understanding the mission are key. Not meeting all the project goals in this environment can carry very serious consequences.

My next set of experience was doing industrial engineering type work. Stop watches, work sampling, work simplification, materials handling systems, automated pick and pack, bar coding, operations design were all part of the job experience. I returned to school and got a combined Manufacturing/Industrial Engineering degree.

I later went to work for a major manufacturing company and had a chance to work in machine shop operations, manufacturing engineering information systems, and Computer Integrated Manufacturing Planning and Design. A unique opportunity took me into Information Systems and I did end user support for desktop applications. One of the best jobs I ever had was a Manager of Planning and Technology Assessment for the corporate IT function. Bringing new technology to bear in a sensible way remains an essential, but challenging effort.

A subsidiary of the company needed an IT VP/CIO. This gave me the opportunity to be part of a management team and manage a function vital to corporate success. As an environmental testing laboratory, information was our product. IT was a major cost but also a major contributor. The challenge to manage all aspects of IT was a very rewarding, rich experience. Most recently prior to AVR, I had the opportunity to do consulting in implementing Knowledge, Document and Content Management system. The worth of the intellectual capital which is essentially uncontrolled in many environments is staggering. The improvements to be had by being able to bring the right information to bear at exactly the right time are considerable.

About Hal Lunka: After teaching one year as an engineering instructor at the University of Colorado, I ventured into the plastics industry. I worked in a unique group that provided me the opportunity to be involved with sales support, process development, and materials evaluations. This was also a chance to be involved with teaching customers and new salespersons about the materials, properties, processes and uses. I also began to write technical material to support the field service effort.

While working, I attended Drexel University in the evenings to expand my technical capability with a MSME.

My career next moved to practical application of my plastics background in a high volume manufacturing operation where I was able to contribute to the improved efficiency and profitability of the operation. It also provided my first managerial experience in motivating a team to greater excellence.

My next opportunity took me into the high-tech arena into the development of tape drives, disk drives, and optical drives. I participated in four different start ups. I performed at all levels including as an engineer, a manager, a project manager, a VP of engineering/company cofounder. My specialty that evolved was integrating and simplifying designs with a focus on communications and execution. These skills allowed me to bring more innovative designs to the market in shorter times. My mantra was always that I couldn't afford to do something like I did yesterday or I would be missing out on some new material, process, or technique and I wouldn't be competitive in the market. I had no idea how valuable that would be in today's world.

I participated in the release of more than 50 products to the world market. I also became an observer of various management styles and organizations and their effects on the productivity and creativity of the people. Some of the styles squashed creativity and stifled new, creative opportunities which caused both the organization and the people to lose. The experiences allowed me to exercise my creativity (five patents) and grow intellectually. I not only grew in corporate sponsored learning in classes in negotiation, facilitation, 7 Habits, and TQM to name a few, but I began to read relentlessly on my own. As I became more and more involved with people issues I became a Project Management Professional. My reading continues to this day and forces me to adapt to the changing conditions and learn new ways of looking at situations and applying new solutions.

I continue my evolution with involvement as a Chapter officer in the Project Management Institute, a global professional organization, city/county government

committees, and teaching at the Keller Graduate School of ever changing environments and new learning modes.