# Introduction to the Theory of Constraints

Ing.J.Skorkovský, CSc. Department of Corporate Economy Faculty of Economics and Administration MASARYK UNIVERSITY BRNO Czech Republic

# Introduction

Theory of Constraints - TOC) was formulated approximately in 1980 in the USA. Some important roots of this theory were connected to the ideas incorporated in programs for planning and production control (Optimized Production Technology)

# Introduction

#### Author: Eliyahu Moshe Goldratt



# The Goal by Eliyahu Goldratt

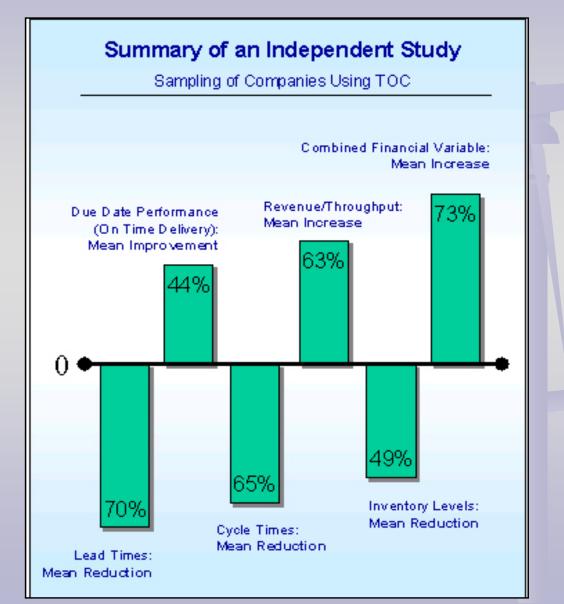
The goal of a manufacturing company?

# Make money !!!

# Introduction -novels

#### TOC has became popular particularly thanks to the novels :

- The Goal A Process of Ongoing Improvement
- It's Not Luck
- The Race
- The Critical Chain
- The Haystack Syndrome
- Necessary But Not Sufficient
- Late night discussion
- TOC was together with TQM (Total Quality Management) and JIT (Just-In-Time) classified as one of the most important managerial methods of the last two decades of the twentieth century.



#### Ford Motor – Electronics Div.

**Revenue:** \$3,000,000,000 **Number of employees:** 15,000

**Implementation Date:** 1991

**TOC Applications: DBR** 

**Comment:** Drum-Buffer-Rope (will be explained later in this course)

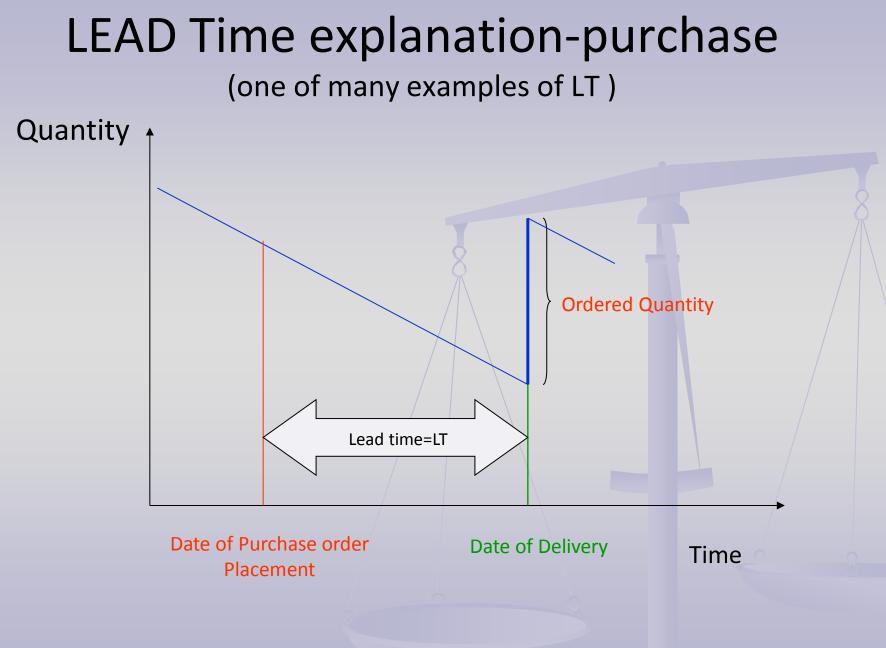
#### **IMPLEMENTATION RESULTS**

Inventory Decrease: Reduced 100 million dollars (50%)

**On-time performance:** From 89% - to 98%

**Lead times:** From 6.4 days with JIT to 2.6 days

- **Cost efficiency:** Reduced floor space by 57%
- Quality: Reduced quality defects by 50%



# LEAD Time explanation-purchase

🗰 1027 The Device Shop - Sales Order		
General Invoicing Shipping Foreign Trade E - Commerce	Prepayment	Customer Information
No 1027 🔜 🌌	Posting Date 15.12.08	Sell-to Customer 🖉
Sell-to Customer No 62000 主	Order Date 15.12.08	Ship_to Addresses (0)     Contracts
Sell-to Contact No CT000138 💽	Document Date 15.12.08	<ul> <li><u>Contacts</u> (1)</li> <li>Sales History</li> </ul>
Sell-to Customer Name . The Device Shop	Requested Delivery Date 12.01.09	_
Sell-to Address 273 Basin Street	Promised Delivery Date .	Bill-to Customer
Sell-to Address 2	Quote No	• <u>A</u> vail. Credit 0
Sell-to Post Code/City N16 34Z   London	External Document No.	
Sell-to Contact	Salesperson Code PS 💽	
No. of Archived Versions. 0	Campaign No	
	Responsibility Center LONDON	
	Status Open	
		Item Information
	Unit of	• Ite <u>m</u> Card 🖉
-	ocation Measure Qty.to Reserved Qty.to ode Code Ship Quantity Invoice	• Availa <u>b</u> ility (39)
Item 1906-S ATHENS Mobile Pede 4 B	UE PCS	<ul> <li>Substitutions (0)</li> </ul>
		<u>Sales Prices</u> (0)
		<ul> <li>Sales Line <u>D</u>i (0)</li> </ul>
Order   Line   Functions	▼ Posting ▼ Print ▼ Help	

# **LEAD Time explanation-production**

<u>1-11</u>			
	01004 Bicycle - Released Production Order		
٢	neral Schedule Posting		
	101004 🔜 🥒 🛛 Search Description BICYCLE		
	scription Bicycle Quantity		
	scription 2		
	urce Type Item 💌 Assigned User ID		
	urce No		
	Last Date Modified		
1			
	Item No. Due Date Description Starting Date-Time Ending Date-Time Quantity Unit of M		
	1000 31.01.08 Bicycle 25.01.08 10:04 30.01.08 16:00 16 PCS 🔗 🕻		
	LEAD TIME		
Order 👻 Line 💌 Functions 💌 Print 💌 Help			

#### **McDonagh Furniture Ltd**

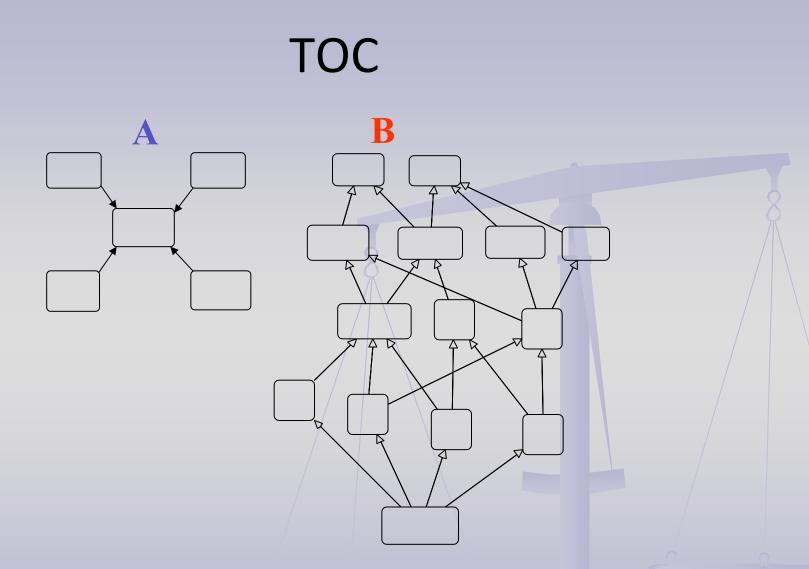
Revenue: \$8,000,000 Number of employees: 100 Implementation Date: 2000 TOC Applications: DBR

#### **IMPLEMENTATION RESULTS**

Revenue Increase: 28% Yr 1; 17% Yr 2 On-time performance: From 70% - To 98% Lead times decrease: 20 % Net profit increase: over 300%

Some other companies using TOC applications:

- BOEING –maintenance departments
- MOTOROLA -research
- GENERAL MOTORS
- LOCKHEAD MARTIN (F 22)
- BAE SYSTEMS



Which is harder to manage? Left or Right?

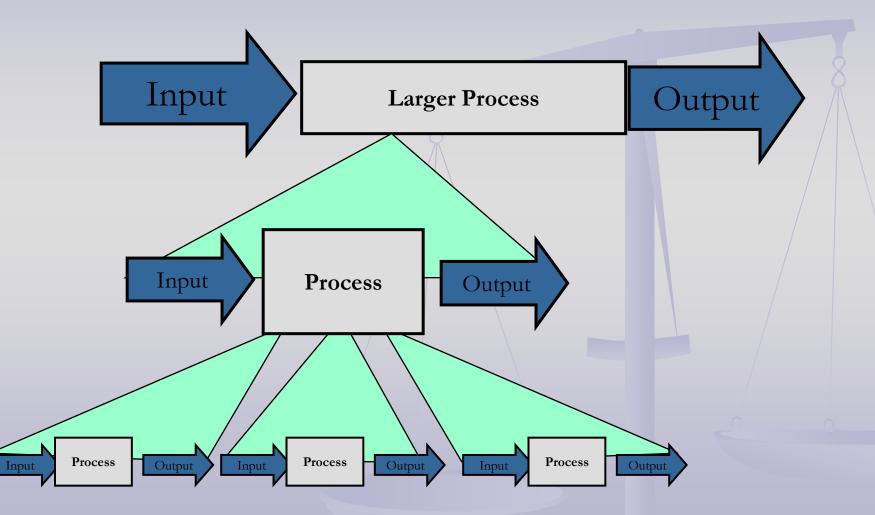
# TOC

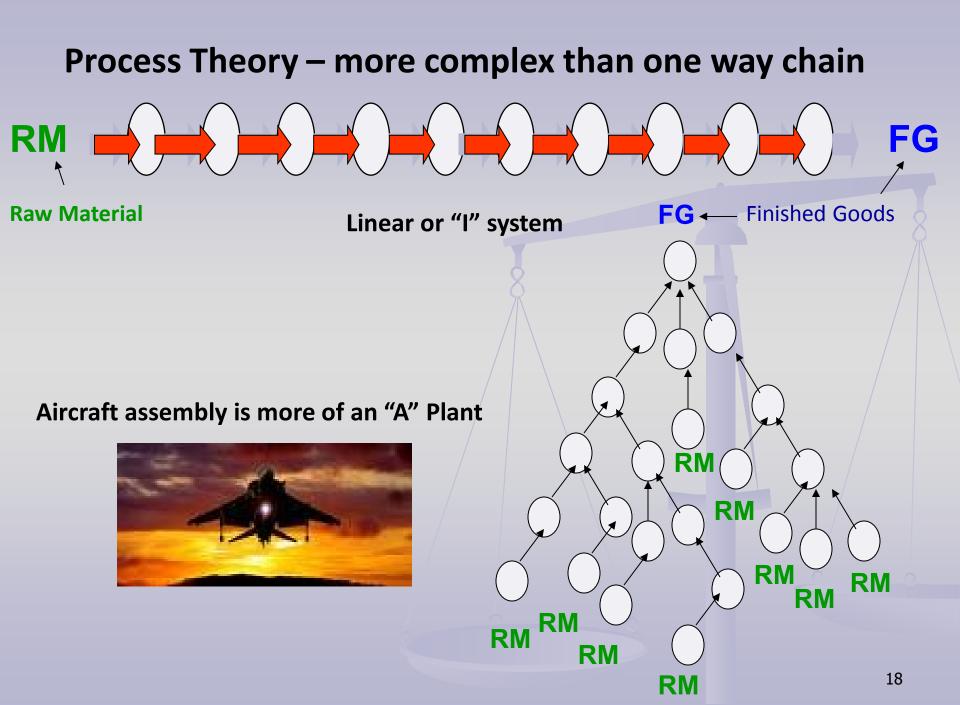
- It is based on system approach See next slide
- A company (enterprise) is to be understood as a chain of dependent processes – this picture below is very, very simplified



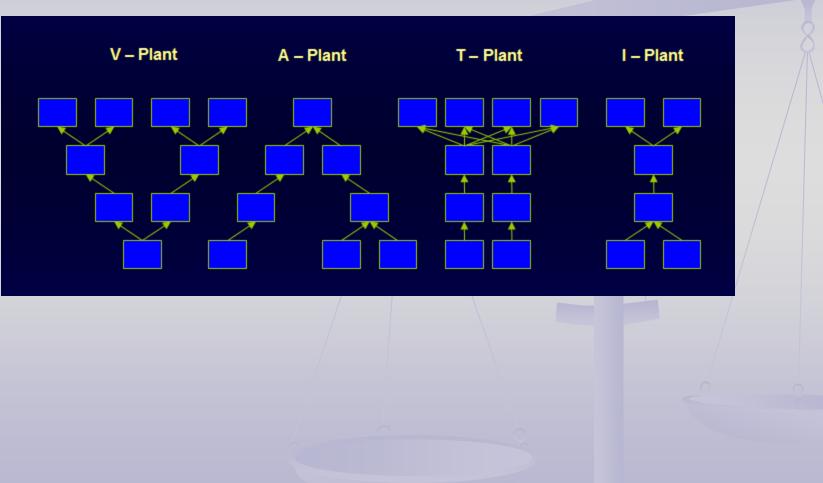


#### Process Theory – more complex than one way chain





# Types of plants



# TOC – system approach

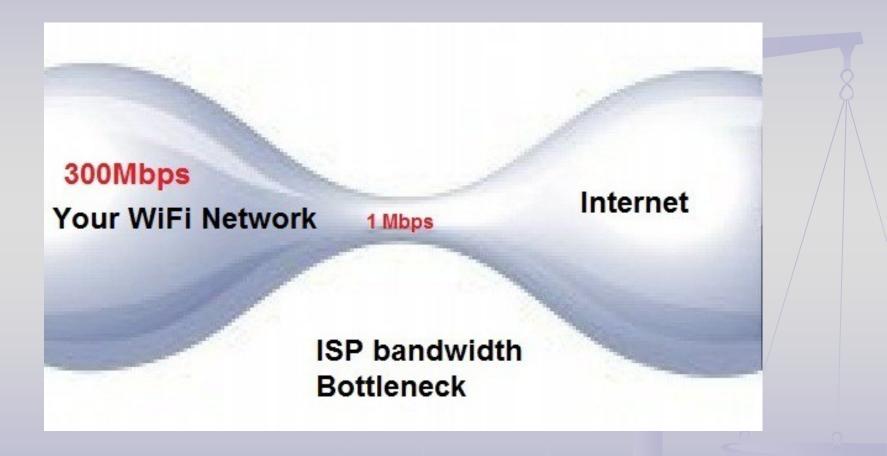
- Organizations / Systems exist for a purpose
- That purpose is better achieved by cooperation of multiple, independent elements linked together
- Each Inter-linked event depends in some detail upon the other links.
- The system owner determines purpose

# TOC (home study)

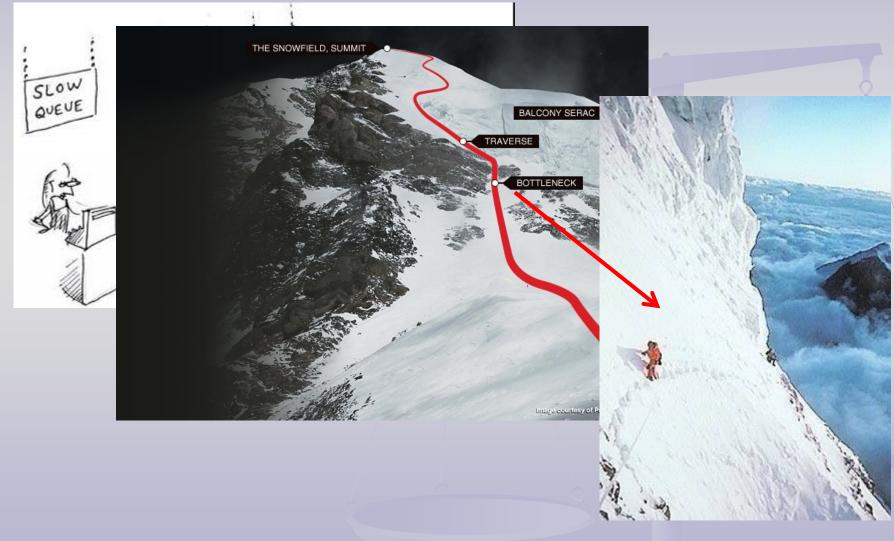
- Most real systems could be seen in such a way, that there are only a few or better only one element (factor), which is the key point, where and only there all possible managerial methods have to be focused in order to control whole system
- "Every system is based on inherent simplicity".
- This element in TOC is called Constraint of the system = bottleneck
- Bottleneck: Any resource whose capacity is equal to or less than the demand placed upon it.

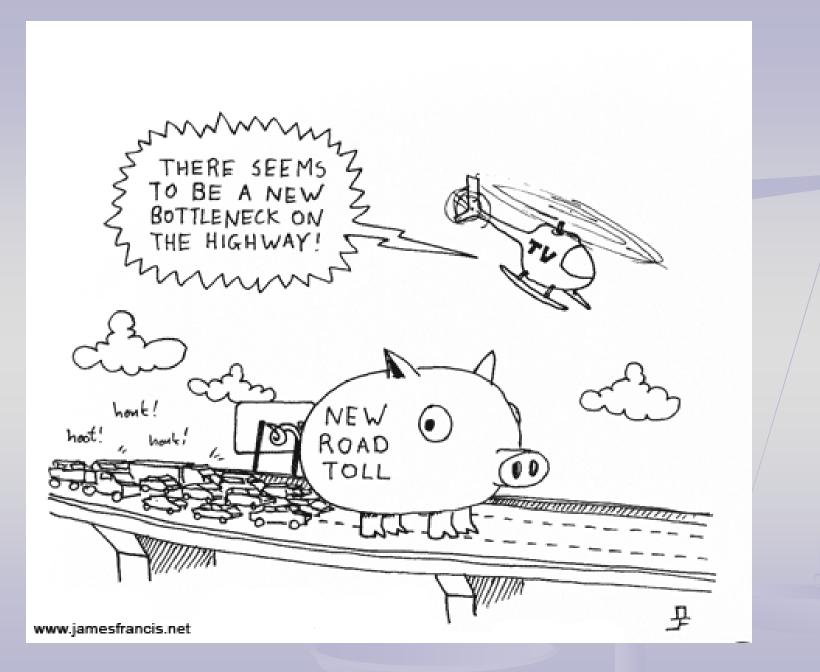
Inherent : základní, podstatná. neodmyslitelná....- only for Czech students

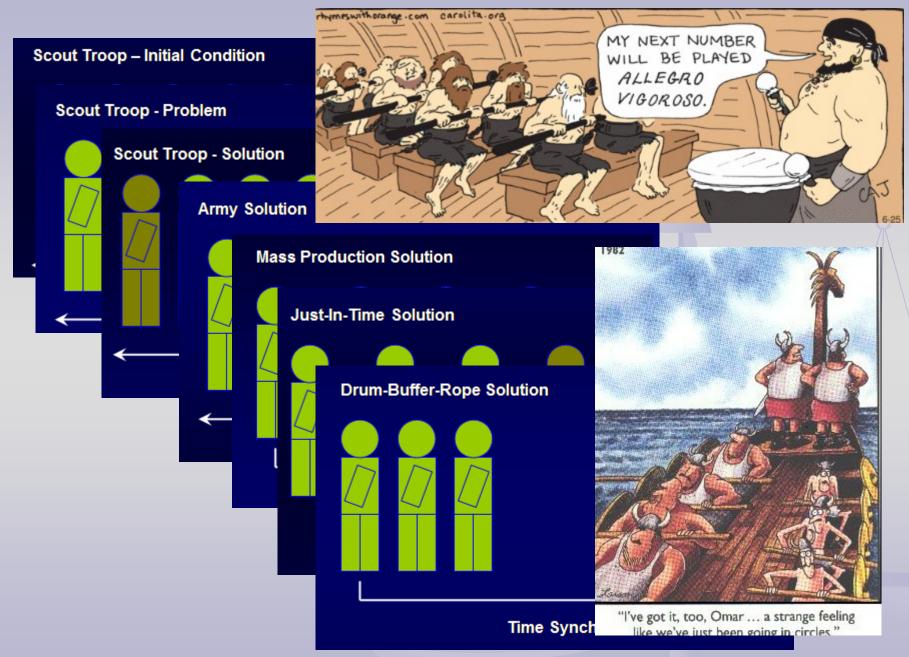
# Bottleneck –1st example



#### Bottlenecks –2nd adn 3rd examples







# TOC- bottleneck I

- Different link capabilities, normal variation and changing workload make it impossible to balance everything.
- One element of the system is more limited than another.



# TOC- bottleneck II

- When the whole system is dependent upon the cooperation of all elements, the weakest link determines the strength of the chain.
- An exactly balanced chain (system) is stronger than a nonhomogeneous chain, but when close to the breaking point, all links must be managed



# TOC

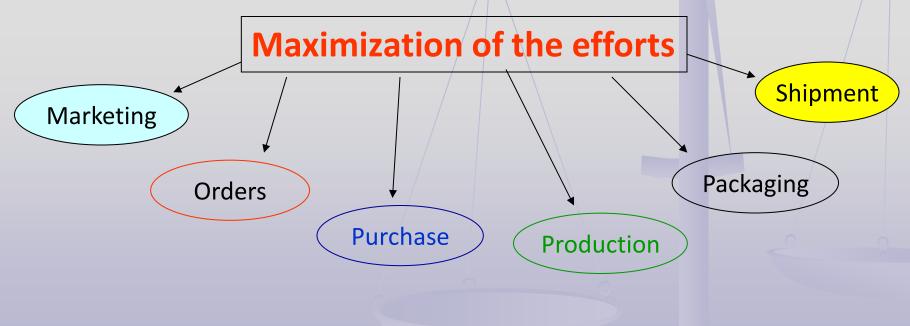
- Why constraint ?
- Constraint prevents to reach the goal (make money now and in the future)
- The TOC goal : "Make money now and in the future"
- Every system has at least one such a constraint.
   The system without such a bottlenecks would reach the predefined business plans in infinite volumes.

TOC :





Traditional approach – world of where the aim of any endeavour is to optimize locally every segment of the chain, meaning balancing the capacity of every element and not the flow through the chain



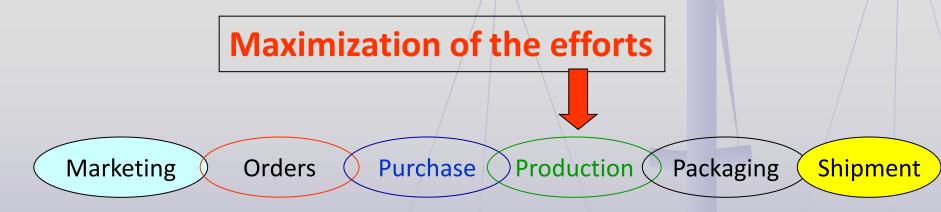






## Use of : "common sense"

#### The consistent focus of the bottleneck-– global optimization



# TOC



# TOC

#### World of costs:

- main metric the
  weight of the chain
  (every decrease of the
  weight of any
  components will result
  in better efficiency
  (performance)
- Total improvement = sum of local improvements

## **World of throughput:**

- main metric –the compactness of the chain
  - Only improvement of bottleneck will improve performance of the whole chain
- Total improvement = improvement of the bottleneck

# Life show

#### http://www.tocca.com.au/



# TOC

#### Five steps process: Step 0. Identify the Goal of the System/Organization Step 0.5 Establish a way to measure progress to Goal Step 1. Identify the system's constraint. Step 2. *Exploit* the system's constraint. **Step 3.** *Subordinate* everything else to the above decision. Step 4. *Elevate* the system's constraint. **Step 5.** If a constraint is broken (that is, relieved or improved), go back to Step 1. But don't allow *inertia* to become a constraint.

http://www.leadingagile.com/2014/01/theory-constraints-brooks-law/

Adding manpower to a late software project makes it later ! HOME STUDY

# TOC

- "Cost Accounting is enemy number one of productivity". \*
- Impact on the behaviour of the people and they habits of finding and improvements of local elements having reason in optimising of these particles.
- New metrics were introduced already presented

<sup>\*</sup> Eric Noreen, Debra Smith and James t. Mackey

# Definition (TOC metric) - summary

- Throughput (T): The rate at which the system generates money through sales.
  - Note that the money is generated through sales and not production because if you produce something and don't sell it, you have not really had throughput. (You've just put it into inventory).
- Inventory (I): All the money that the system has invested in purchasing things, which it intends to sell.
- Operational Expense (OE): All the money the system spends in order to turn Inventory into Throughput. See classification of OE later in this show

## TOC metrics more in detail (T)

throughput is the rate at which a system achieves its goal. Often this is monetary revenue and is in contrast to **output**, which is inventory that may be sold or stored in a warehouse. In this case throughput is measured by revenue received (or not) at the point of sale exactly the right

## TOC metrics more in detail (OE)

- Operating expenses includes e.g. :
- accounting expenses
- license fees
- maintenance and repairs, such as snow removal, trash removal, janitorial service, pest control, and lawn care
- advertising
- office expenses
- supplies
- attorney fees and legal fees
- utilities, such as telephone

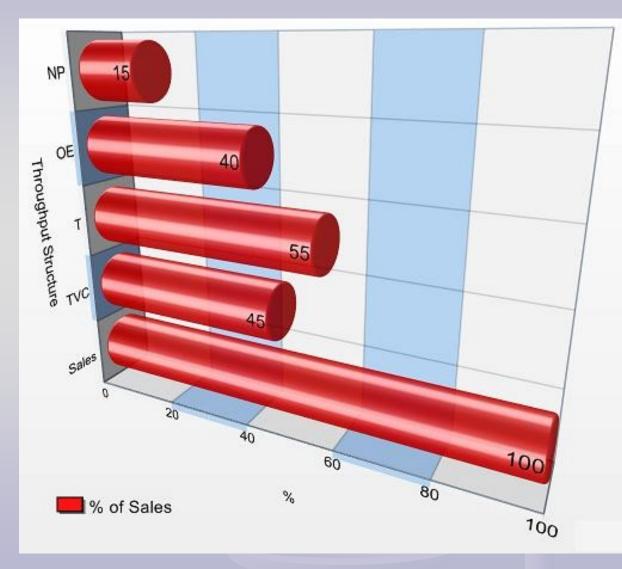
### Measuring the goal (TOC metric)

- Net profit (NP=T-OE): (T, I and OE was already explained in this course) -> T=Net Sales – TVC =S-TVC, where TVC=Total Variable Costs
- Cash
- Return on Investment (ROI=NP/I)

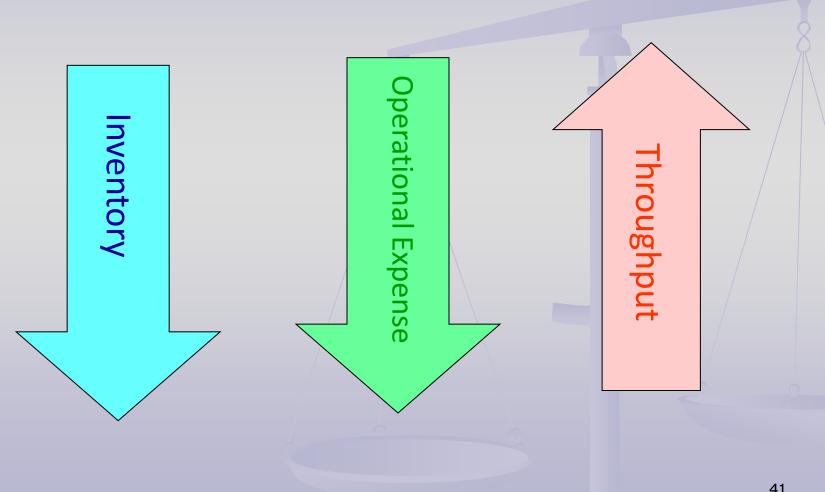
For a manufacturing enterprise, the goal can also be measured by:

- Throughput =T
- Inventory = Investment = I
- Operating Expenses =OE

## Metrics and their relationships



### TOC –required trends



## T,I,OE,NP a ROI příklad (home study)



- ROI=(T-OE)/I=NP/I, kde NP=Čistý ziskt
- kde T=celkový průtok (ks/jednotka času)

Celkový čas =15+25+10+5=55 minut, prodej 3500m ks /rok, cena 400 USD/ks, hodinová mzda=18 USD, přímý materiál 80 USD/ks

#### Kalkulace plných nákladů na 1 výrobek – různé pohledy na výnosnost řešení varianta 1

Položka kalkulace	USD/ks
Přímý materiál	80,00
Přímé mzdy (55 min*0,30	
USD)	16,50
Režie (55 minut *1,8029 USD)	99,16
Celkové náklady výrobku	195,66

Pro režii byly použity přímé mzdy přičemž celková roční výše režií je 900 000 USD a fond pracovníka/rok = 2080 hodin a každý z nich pracuje (umí) pracovat jenom na jednom stroji (900 000 /(2080\*60)/4 =1,8

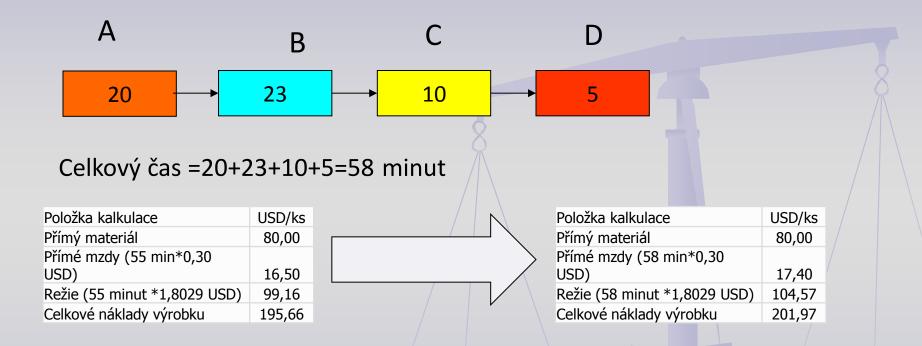
A. Zlepšovací návrh : za 5000 US dodáme nové zařízené, které zkrátí celkovou dobu výroby výrobku o 3 minuty, takže stroj B bude pracovat o 2 minut déle, ale díky tomu A bude pracovat o 5 minut méně.

Α В 10 10 27 22085=6,31\*3500 5 Úspora je 195,66-189,35=6,31 Položka kalkulace USD/ks a při prodeji 3500 ks bude 22 085 USD Přímý materiál 80,00 s výjimkou prvního roku. Když odečteme Přímé mzdy (52 min\*0,30 15,60 USD) investici 5000 USD dostaneme v prvním Režie (52 minut \*1,8029 USD) 93,75 roce úsporu 17085 USD !!!, ROI=442%=22085/5000 Celkové náklady výrobku 189,35

## Kalkulace s pomocí TOC metrik 1 výrobek – různé pohledy na výnosnost řešení varianta 1

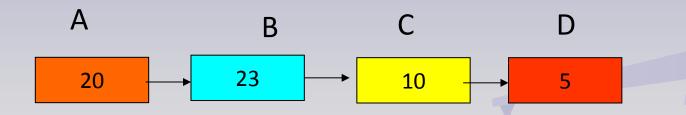
- bude potřeba odhalit úzké místo . Podnik se svými 4 stroji vyrobí maximálně ročně za 55 minut/kus celkem (2080\*60)/25= 4992, kde 25 je průtok na úzkém místě B
- Když se zrealizuje zlepšovák, pak se úzké místo ještě zpomalí (sníží se průtok), ale stále budeme vyrábět (2080\*6)/27=4622 kusů/rok, což je stále více než je poptávka 3500 ks/rok.
- Průtok se nezvětší
- Náklady s zvýší o 5000 USD
- Podnik stále má rezervu při nárůstu poptávku (4622-3500) !!
- Stejná výchozí data, ale diametrálně rozlišné výsledky

## Kalkulace plných nákladů na 1 výrobek – různé pohledy na výnosnost řešení varianta 2



Roční prodej (2080\*60)/25= 4992 bychom získali úsporu 31500 USD = 4992\*(201,97-195,66)=4992\*6,31=31 500 USD, kde 25 minut je původní průtok úzkého místa před zlepšením

Kalkulace s pomocí TOC metrik 1 výrobek – různé pohledy na výnosnost řešení varianta 2



- Průtok vzroste o 434 ks navíc -> 5462-4992, kde 5462=2080\*60/23
- Jednotkový průtok je prodejní cena- přímý materiál =400-80=320 to znamená 320\*434=138 880 USD
- Velikost provozních nákladů se nemění
- ROI ukáže neuvěřitelných 2 778 % a dobu návratnosti 13 dnů což je 5000 USD/138 880 USD=0,0365 roku = 13 dnů.

### Implementation of TOC is complicated switchover process

- it represents challenging adventure, where the invested efforts are often not predictable
- it requires cooperation, coordination and use of well informed and trained teams on both sides.
- you will certainly overcame natural resistance against changes and persuade distressed and indolent people

no one is willing to change anything



### Implementation of TOC is complicated switchover

### process

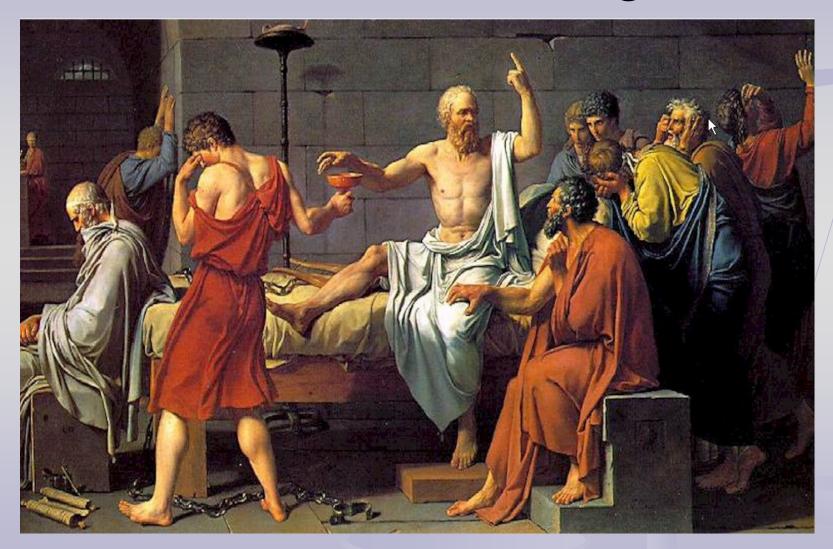
- try to find somebody who could accept changes !!!
- you must persuade these guys, that the suggesting changes are in fact their idea and without their creativity TOC would be only toothless beast !
- but how to achieve it ??



# Implementation of TOC is complicated switchover process

- Socratic teaching proving the logic by use of dialog
- Buy-in approach initiator of the changes must have interpersonal and communication talents in order to persuade the targets and squeeze from the people their best ideas.

## Socratic teaching



### Implementation of TOC is complicated switchover process

We have to find out the answers to these questions:

- 1. What to change?
- 2. To what to change to ?
- 3. How to make the change happen?

# Implementation of TOC is complicated switchover process

### What to change?

- Objectives: Situation assessment, description of "current reality," and identification of the core problem or conflict and assumptions that sustain it. Diagnosis and systemic root cause analysis.
- But at any time you will meet enemies the ones who hate any changes You have a lot of people wishing to do the same, a lot o people doing exactly the opposite and immense quantity of people which would like to do nothing !

Layers of resistance: Lack of agreement on the problem

## RESISTANCE



# Implementation of TOC is complicated switchover process

### To what to change?

 Objectives : Verbalization of vision/solution, description of strategy to attain the desired state, and avoidance of undesirable side effects. Prescription, decision-making, and solution development.

#### Layers of resistance:

- Lack of agreement on a possible direction for a solution
- Lack of agreement that the solution will truly address the problem
- Concern that the solution will lead to new undesirable side effects ("Yes, but...")
- Or you will get even worse reaction ("NO, because...")

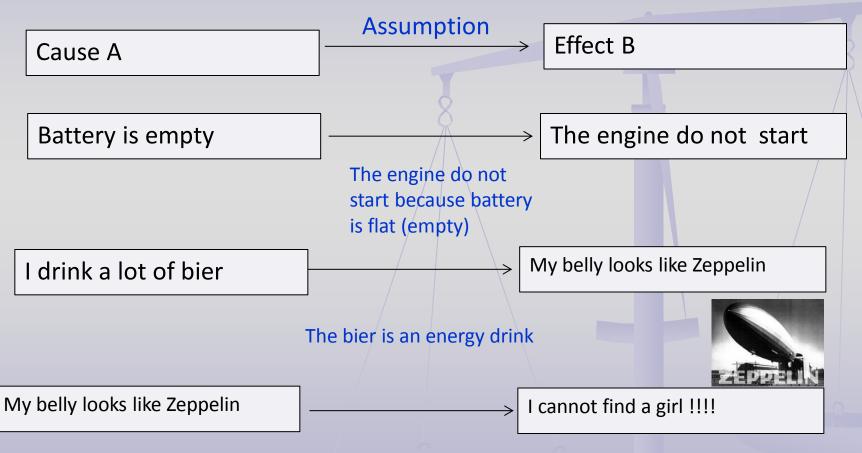


## Thinking Process Tools

- offer the answers to three TOC questions about changes
- help to clear away every layers of resistance
- visualisation of the thinking process
- verbalization of the thinking process
- use of casual logic (cause ->effect)
- Use of sufficiency logic "IF AND THEN"
- USE OF necessity logic "IN ORDER TO THEN BECAUSE"

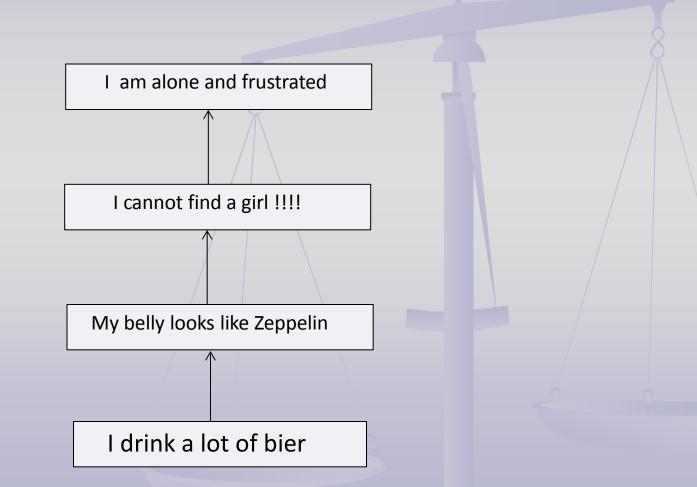
In logic, **necessity** and **sufficiency** are implicational relationships between statements

## Basics



The girls like slim athletes

## Cause-effect simple sturcture





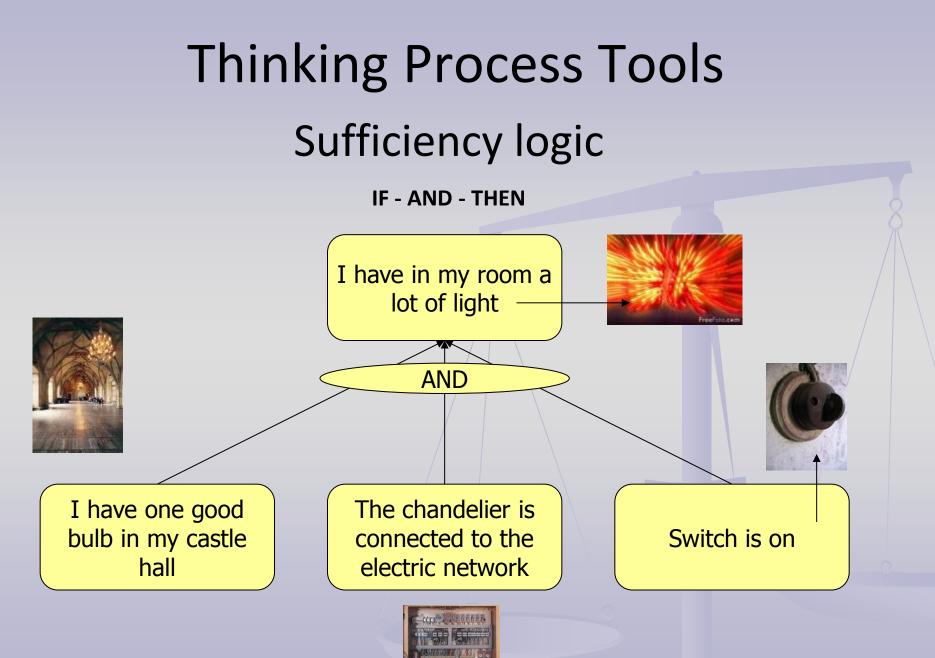
## **Thinking Process Tools**

### **Necessity logic**

For it to be true that "John is a single (bachelor) ", it is necessary that it be also true that he is :

## unmarried male and adult

since to state "John is a bachelor" implies John has each of those three additional predicates



## TEST

https://www.khanacademy.org/partner-content/wi-phi/wiphi-criticalthinking/wiphi-fundamentals/e/necessary-vs-sufficient-conditions We have to solve the crucial question: what is a core problem (what should be changed)

### A tool for solving such a task : Current Reality Tree

- Why to change something and what is something (core problem=constraint, bottleneck)
- Summary of all Undesirable Effects (UDE) and their layout based on casual logic - sufficiency logic
- Core Problem common cause of all UDE

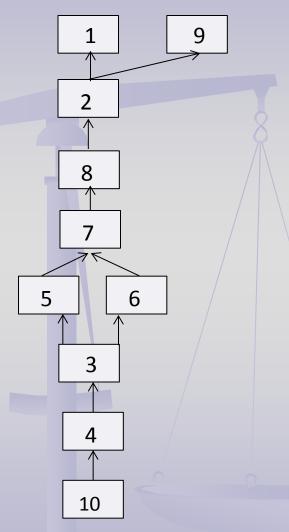
## **UDE** examples

#### From the book "<u>It's Not Luck</u>", some examples of the UDEs are:

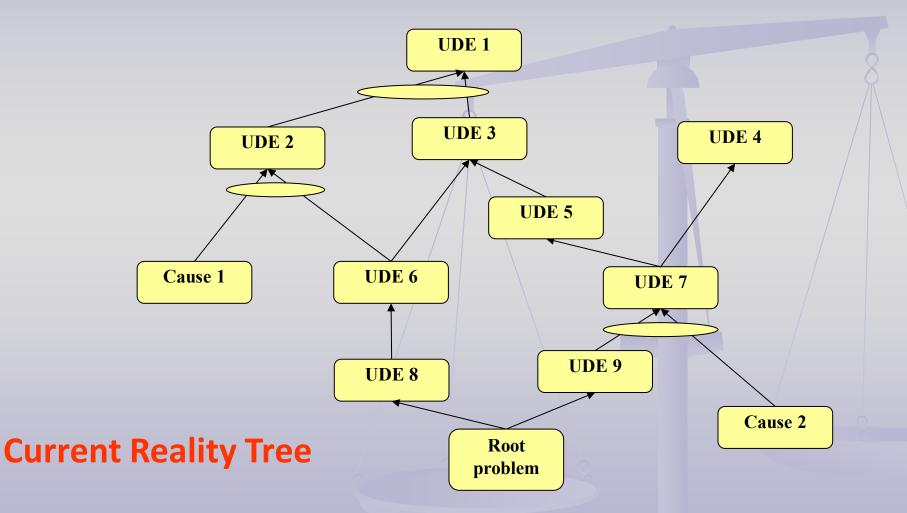
- Production and distribution do not improve fast/significantly enough
- Engineering is unable to deliver new products fast and reliably enough.
- Companies don't come up with sufficient innovative ideas in marketing.
- In more and more cases the price the market is willing to pay doesn't leave enough margin.
- There is unprecedented pressure to take actions that will increase sales
- Competition is fiercer than ever.
- In advanced material industries there is a need to launch new products at an unprecedented rate.
- In advanced material industries the constant introduction of new products confuses and spoils the market.
- Sales people are overloaded.
- There is increasing pressure to reduce prices.

### CRT Example - UDE's are specified as follows

- 1. We lose customers
- 2. Customers are not happy
- 3. Obsolete information system (in order to get right and correct information for decision making)
- 4. We do not have enough investments in information technologies
- 5. Information delay
- 6. Decision making delay
- 7. Work delay
- 8. Due date performance is not good
- 9. Revenue is going down (due to customer rush)
- 10. We have invested a lot of money in buying machines without analyzing their use



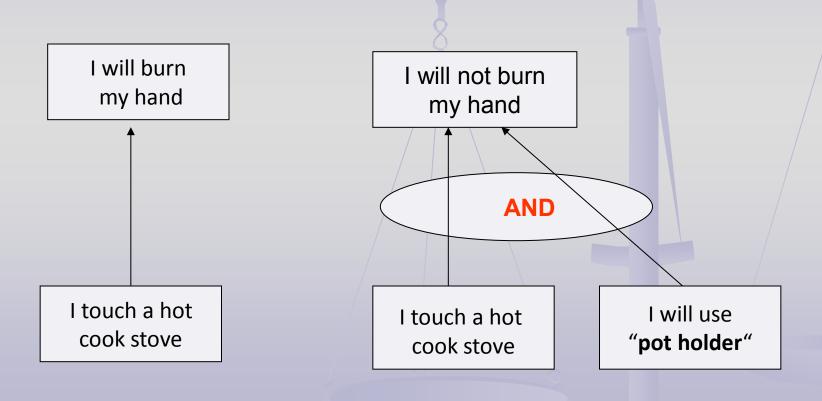
We have to solve the crucial question: what is a core problem (what should be changed)



We have to solve the crucial question: what is a core problem (what should be changed)

### **Causality:**

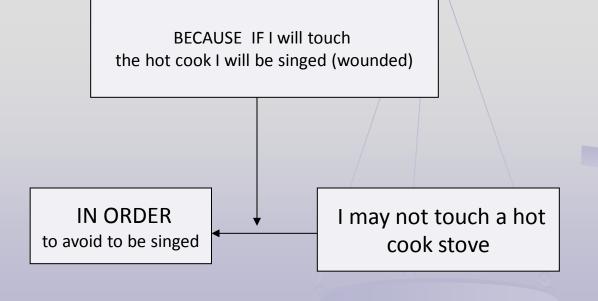
IF a lot of snow AND snowboarding in restricted area THEN avalanche

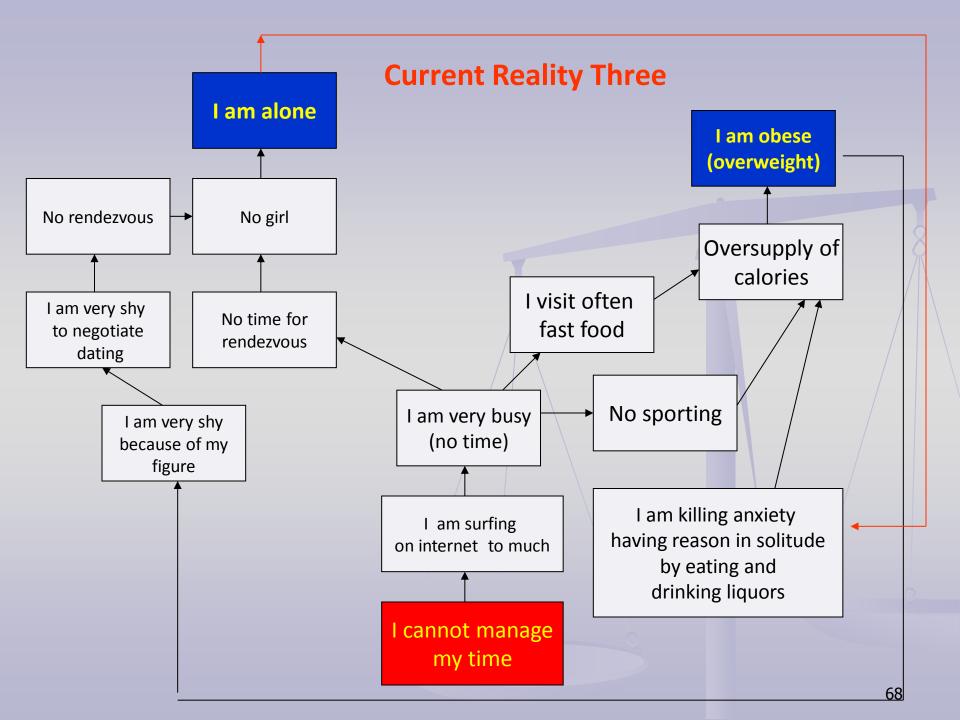


We have to solve the crucial question: what is a core problem (what should be changed)

### **Necessity logic:**

#### IN ORDER to avoid something I HAVE TO do this



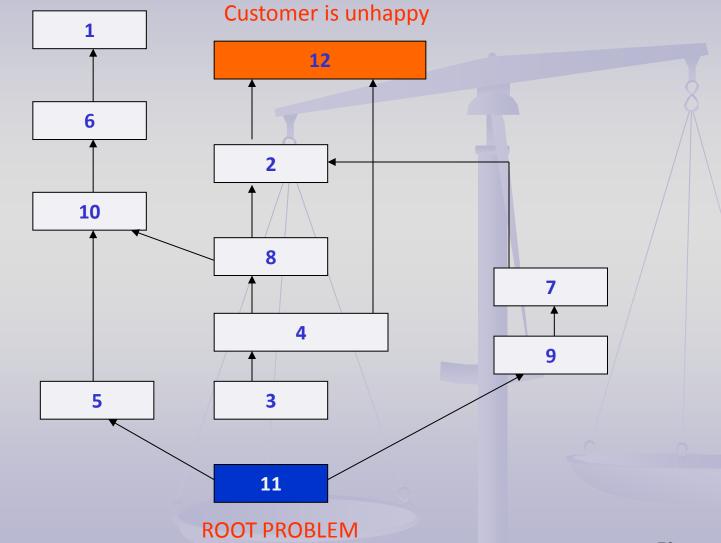


### **Current reality three (home study)**

### List of UDE's :

- UDE1 : lack of financial consultants (FC)
- **UDE2** : late hand-over of required services during implementation and support
- UDE3 : a modern design of ERP is not easily understood by rigid customer's accountants
- UDE4 : the customer's accountants tend to use old fashioned methods and processes which are difficult to manage by using a modern ERP
- UDE5 : rigid remuneration does not allow to pay more FC than the others
- UDE6 : high level of fluctuation and job-hopping
- UDE7 : overburdened FC as a consequence of bad multitasking (will be explained later in Critical Chain PWP)
- UDE8 : FC are fed up by permanent repetitive explanation to the customer's accountants who do no want to understand
- UDE9 : bad multitasking
- UDE10 : FC are unhappy because of a salary, which is much more lower then their expectations
- UDE11 : The management sticks to Cost world and tends to decrease costs by minimising payroll and having all resources as a CCR (Critical Constraint Resources)
- UDE12 : Customer is unhappy

### **Current reality three (home study)**



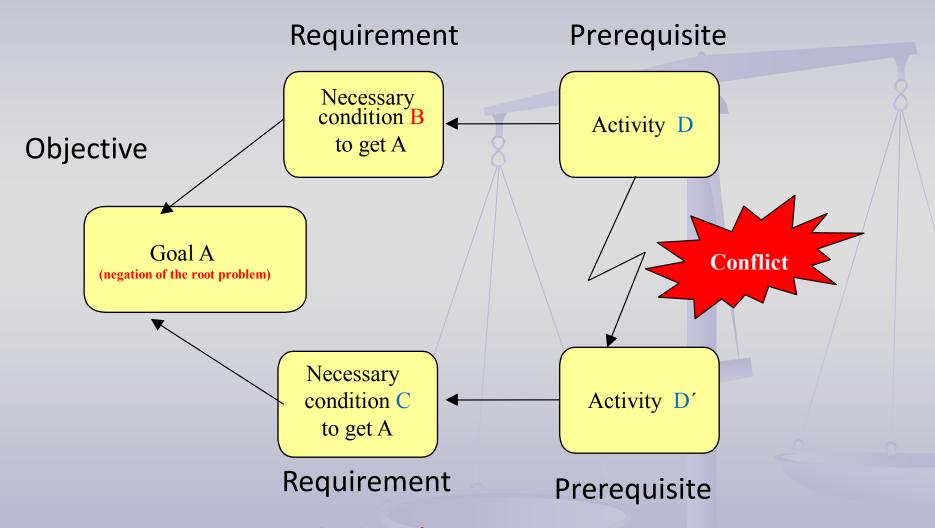
We have to solve another crucial question: the direction of solving a core problem

What is the main reason (injection) supporting the change  $\, ! \,$ 

### **Evaporating Cloud Tree**

- > the change without any compromise basic and starting impulse for the change
- use of "necessity logic" common goal, necessary condition to reach this goals, what have to be done and where is a conflict
- "well thought out from the scratch" of the problem, disclosure (findings)and verbal definition of hidden assumptions
- Win-Win solution of the whole conflict = injection !!!

We have to solve another crucial question: the direction of solving a core problem



**Evaporating Cloud Tree (** a conflict tree, a conflict resolution diagram)

# How to read this Evaporation tree

In order to have objective A, we must have requirement B..

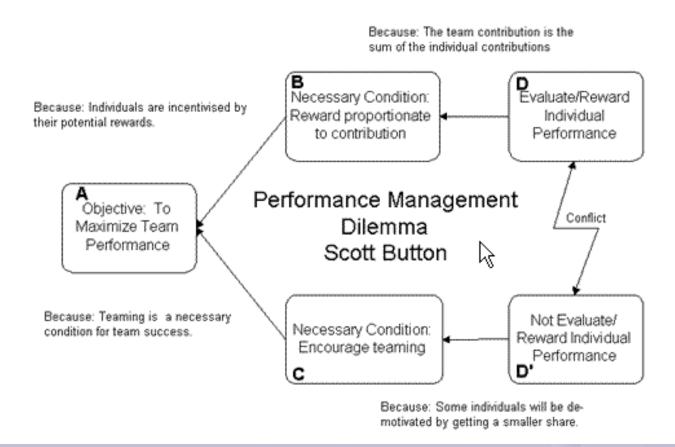
In order to have requirement B, we must have prerequisite D...

In order to have objective A, we must have requirement C...

In order to have requirement C, we must have prerequisite D'...

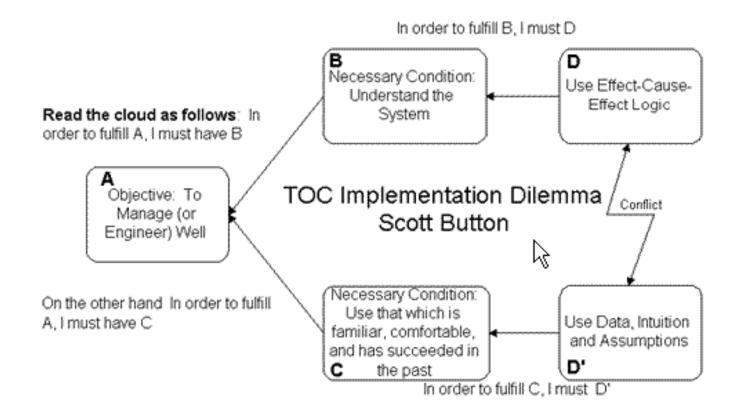
But prerequisites D and D' are in conflict... Like fire and water

# Evaporation cloud tree- example 1



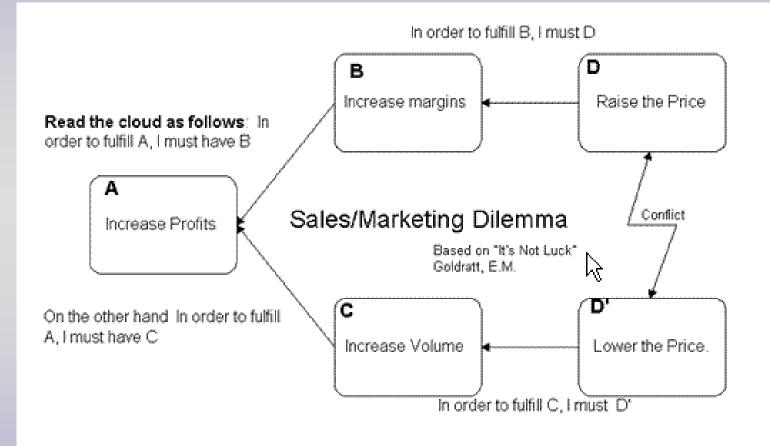
## **Performance Management**

# Evaporation cloud tree- example 2



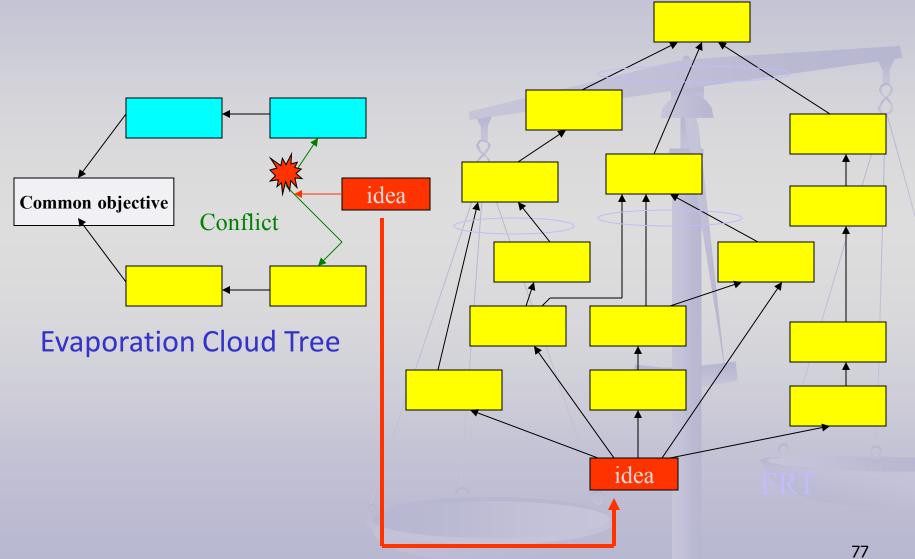
## **Implementation of TOC**

# Evaporation cloud tree- example 3



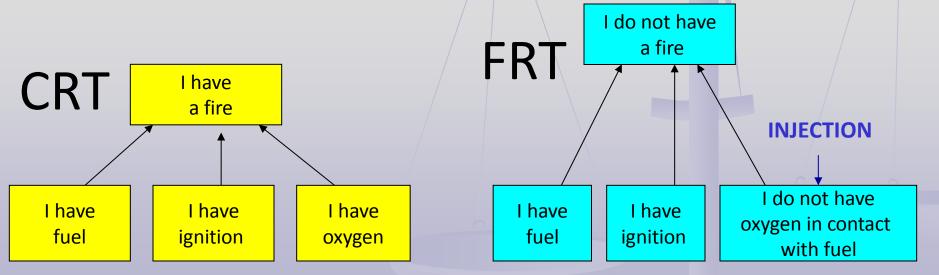
## Sales and prices

## Transition Evaporation Cloud Tree Future Reality Tree (FRT)



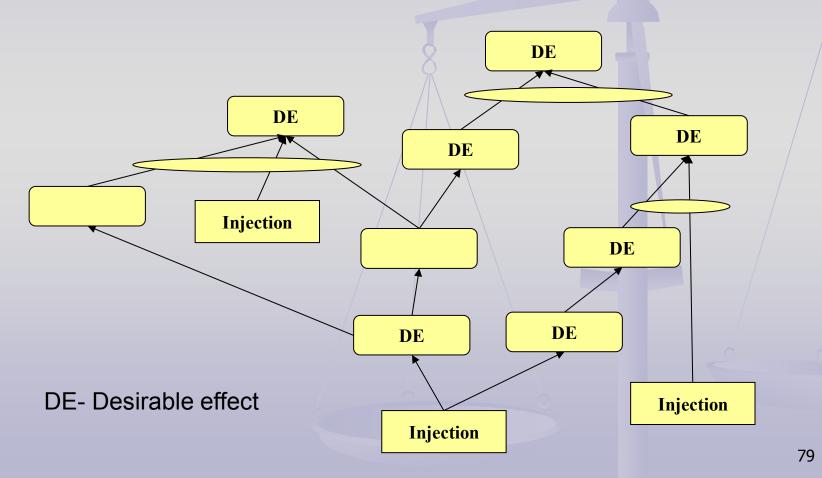
## Future Reality Tree (FRT)

- The FRT is similar to the CRT in structure, but with new proposed actions, policies, and behaviour injected into it in order to create a new vision of the future reality of the system.
- The power of the logical "if-then" construction is that if any one of the lower-level causes are removed or mitigated, everything that is above it is subject to change.
- If any one of the three "IFs" are removed or modified, the "THEN" may be removed from consideration as a problem

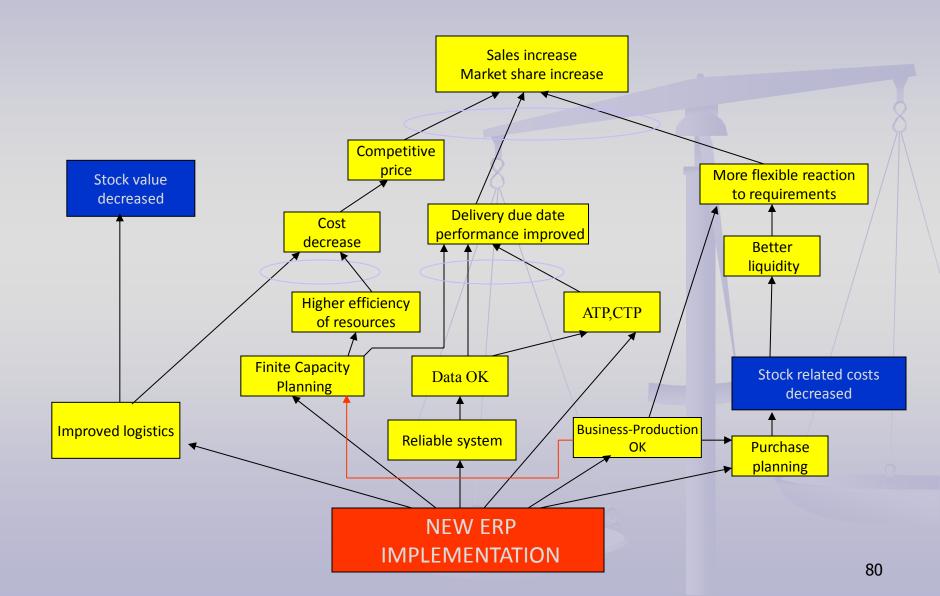


# **Future Reality Tree (FRT)**

The objective of the FRT is to communicate a vision of how to change the undesirable effects found in the CRT to desirable effects.



## **Future Reality Tree (FRT)**

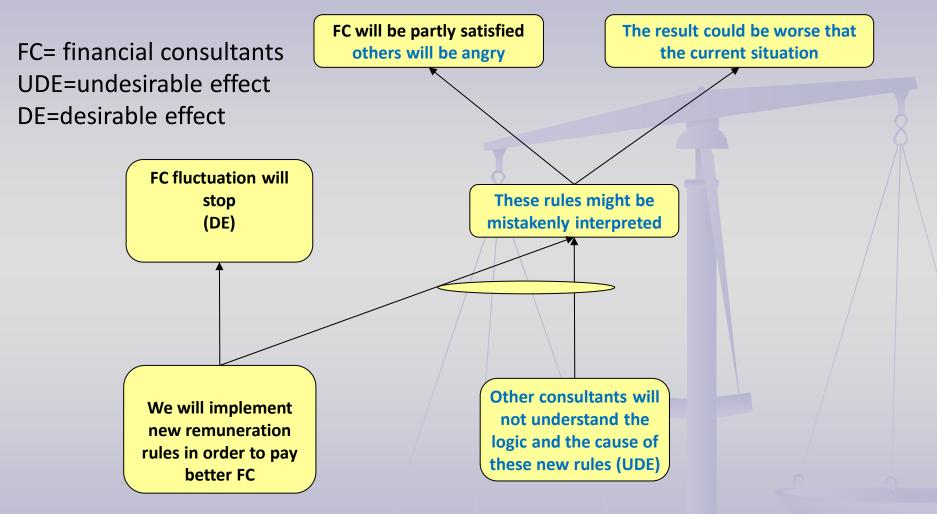


## YES, this could be managed **BUT**.....

**Negative Branch Reservations (NBR):** 

- > use of sufficiency logic by taking into consideration objections of other involved persons
- these objections were related to possible undesirable impacts of the injection (solution) implementation
- > NBR is often a part of the FRT (Future Reality Tree)
- Evaporation Cloud Tree, FRT and NBR enable to answer the second question : To What To change ?

## YES, this could be managed **BUT**.....



**Negative Branch Reservations** 

### We cannot implement it, because .....

# (Prerequisite Tree):



- > use of necessity logic identification of obstacles
- use of the human ability to invent any reason
   WHY IT IS NOT FEASIBLE
- > setup of the necessary intermediate objectives
- setup of the schedule for change process

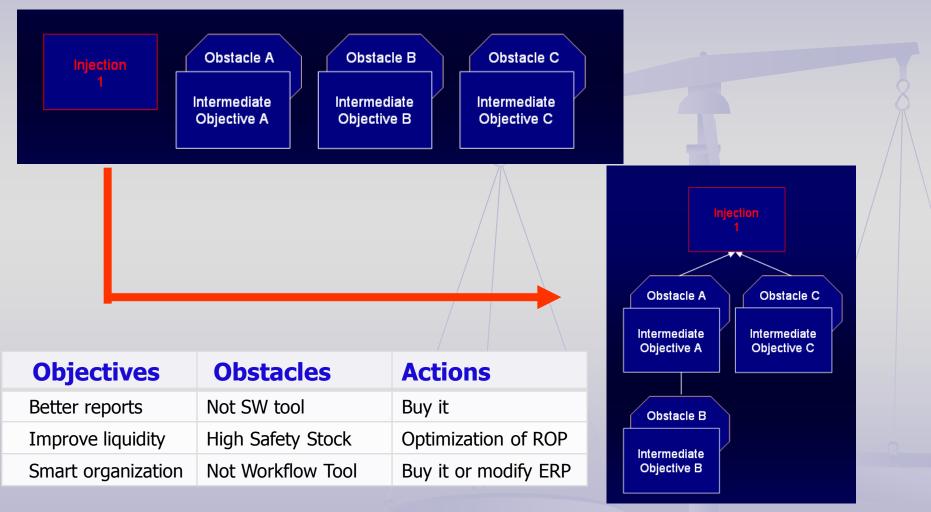
## We cannot implement it, because .....

# (Prerequisite Tree):

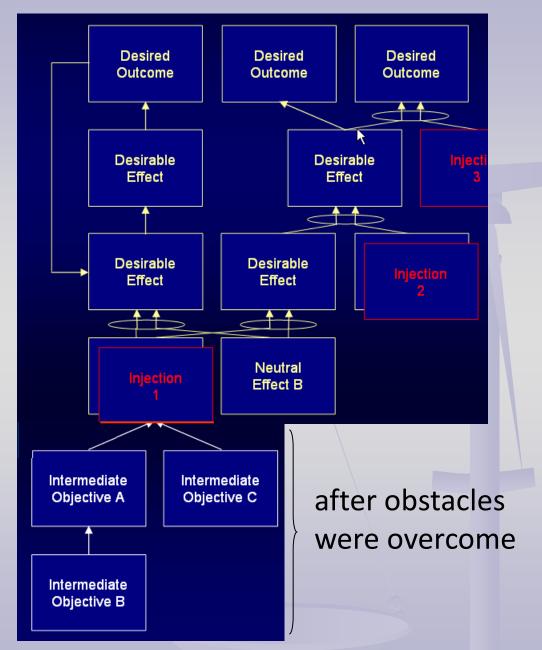
- The pre-requisite tree ought to be considered the most important tree in the Thinking Process suite.
- It is the tree that allows us to overcome the obstacles that stop us from implementing our plan.
- It is also the tree that in fact becomes the implementation plan (it is very, very close to project management practice !!!!)
- And it is the tree to which timelines, responsibilities, and accountabilities can be assigned to.
- The pre-requisite tree occupies the position of "plan" amongst the Thinking Process tools.

#### **Prerequisite tree - construction**

So our first step will look like this



ROP=Reorder Point – see logistics (bod přiobjednání)

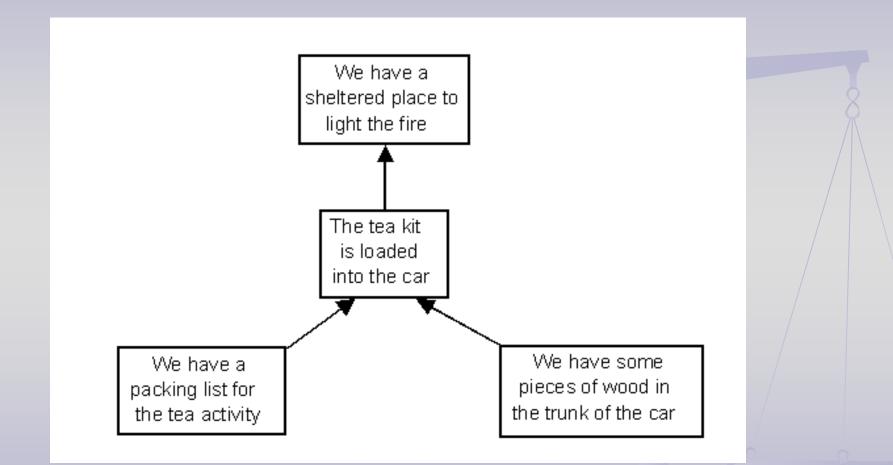


#### **Prerequisite tree - example**

- Tea Mission (we want to have a nice cup of tea in the wilderness)
- Obs-1 : We do not have material to burn
  - **Obs-2** : Collection of such material is not allowed in the wilderness.
  - Obs-3 : There could be a strong wind
  - **Obs-4** : We do not have matches
  - **Obs-5** : We do not have cups
  - **Obs-6** : We don't have a container to boil the water
- IO-1 : We have some pieces of wood in the trunk of the car.
  - **IO-3** : We have a sheltered place to light the fire
  - **IO-4.1** : We have a packing list for the tea activity
  - **IO-4.2** : The tea kit is loaded into the car

IO= intermediate (partial) objective Obs= obstacle

#### **Prerequisite tree - example**



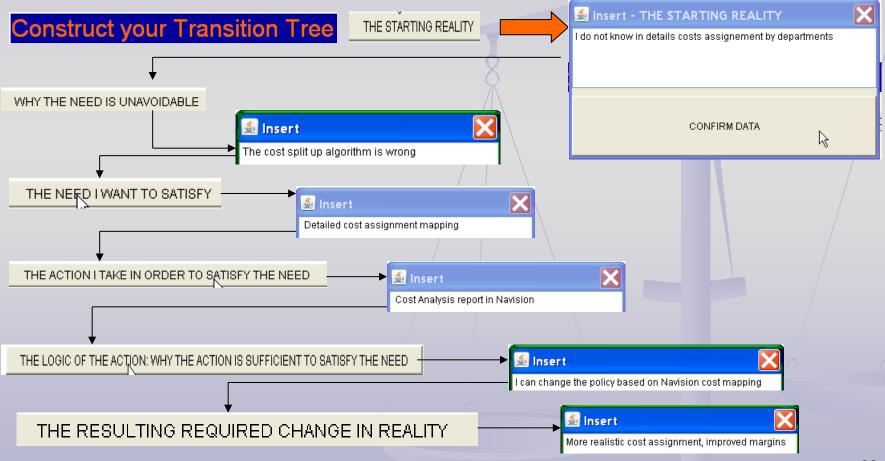
### We cannot implement it, because . . . .

## (Transition Tree):

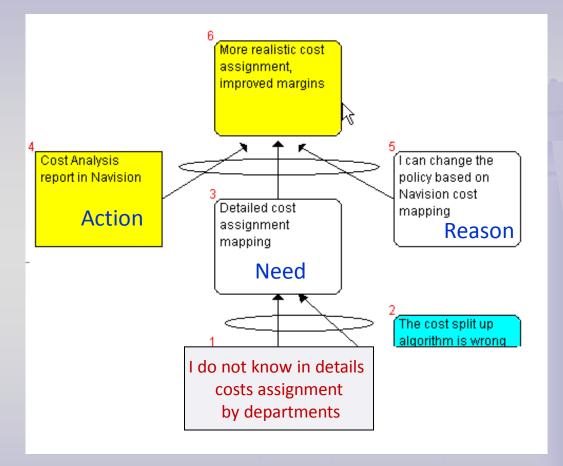
- > detailed schedule of change implementation process
- what actions have to be taken in order to reach intermediate objectives using sufficiency logic (IF-THEN-ELSE)

## We cannot implement it, because.....HOME study ONLY !!!!

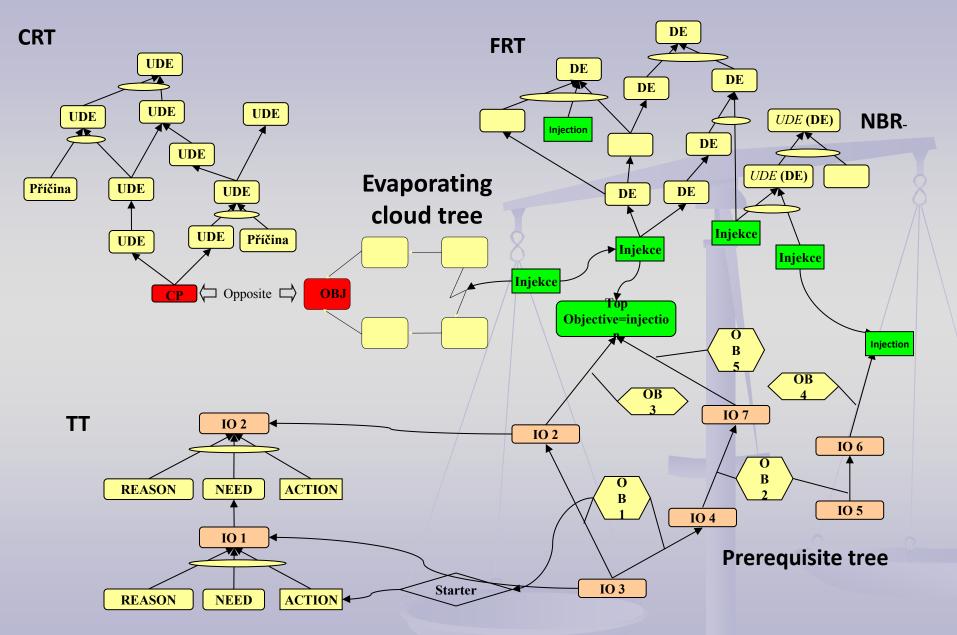
## (Transition Tree) <a href="http://www.thedecalogue.com/Tools/trt/TREE.html">http://www.thedecalogue.com/Tools/trt/TREE.html</a>



## We cannot implement it, because.....



#### **Thinking Process Tools Relationships**



#### Not for MPH-AOMA adn BHP\_EPS1

# Additional metrics of TOC (appendix 1)

#### Inventory dollar days (IDD)

- A measure of the effectiveness of a supply chain i.e., did it do things that it shouldn't have done and as a result is the supply chain holding inventory of products the customer doesn't want? IDD accounts for two things: 1. the time from when a unit is placed in stock until it is actually needed by a customer; and, 2. the monetary value of the inventory being held. IDD is calculated by multiplying the monetary value of each inventory unit on hand by the number of days since that inventory entered the responsibility of that link. The system should strive for the minimum IDDs necessary to reliability maintain zero throughput dollar days.
- NOTE: The resulting unit of measure is "dollar-days". It is neither monetary nor time based. Attempts to compare dollar-days to other monetary measures are invalid. IDDs can be compared only to other IDD levels.

# Not for MPH-AOMA adn BHP\_EPS1 Additional metrics of TOC (appendix 2)

#### Throughput dollar days (TDD)

- A measure of the reliability of a supply chain. TDD considers two things: 1. the monetary value of the things a link is committed to deliver but does not; and, 2. the number of days by which the link misses its commitment to deliver. TDD is the summation of the commitments not delivered on time during the chosen time period. The TDD value of individual missed commitments is calculated by multiplying the dollar value of the end product times the number of days the commitment is/was overdue. The system should strive for zero throughput dollar-days.
- NOTE: The unit of measure "dollar-days" is neither monetary nor time based. Attempts to compare dollar-days to other monetary measures are invalid. TDD levels can be compared only to other TDD levels.

# Literature

## Goldratt, E., M.:

- The Goal
- The Race
- The Critical Chain
- Necessary But Not Sufficient
- The Haystack Syndrome
- It is Not Luck

# Internet

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- www.toc-goldratt.com
- www.focusedperformance.com
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- <u>http://www.dbrmfg.co.nz/</u> A guide to implement the Theory of constraints
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- <u>http://www.ciras.iastate.edu/library/toc/measurements.asp</u>

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