



Integrated Business Planning (IBP) - Integrated Business Sensing (IBSing) - Newsletter

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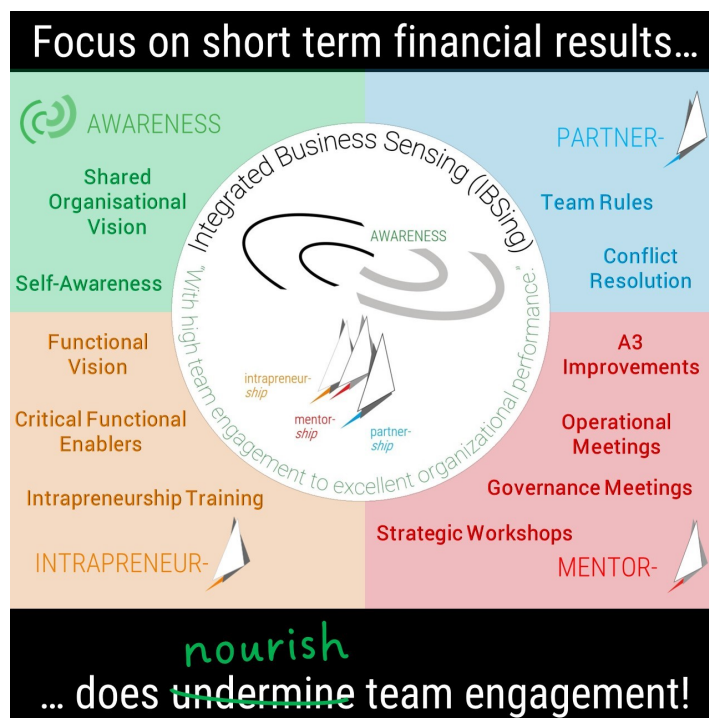
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Special points of interest:

Explore the synergy of Team Development and Financial Performance in your organization today! Address your key financial challenges, and let us craft a custom solution for team development. Experience immediate ROI and lasting improvements that nurture team engagement and culture. Dive into our "Intrapreneurship Workshops," empowering Middle Management to take ownership of core tasks. The Delica AG case study underscores the success of IBSing Change Enablement. Join us for tailored solutions that elevate your organization's performance!

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Connecting Team Development and Financial Improvement!

Many companies struggle with aligning team engagement and financial performance. Have you encountered obstacles like travel freeze, headcount reduction initiatives, or project budget cuts during a transformation?

But if financial performance isn't the right starting point to increase team engagement, what is? Should we invest much more in team building activities, diversity & inclusion programs, summer and X-mas parties, communication trainings, and mindfulness retreats? Should we do a better job following up on employee engagement surveys?

No! While we value all these initiatives, we believe they do not turn the needle in increasing team engagement and improving financial performance.

In the IBSing Change Enablement approach, a strong focus on short term financial results is considered the ideal starting point to increase team engagement. Overcoming difficulties and achieving quick wins fosters team success, collaboration, and strong relationships. Financial health is a fundamental need for any organization to satisfy its organizational purpose.

The crucial difference from the challenges described in the introduction is that **short-term financial improvements must be mainly driven bottom-up by the engaged team, not imposed top-down on a potentially disengaged team.**

How to Foster Intrapreneurship

Explore our latest addition to the IBSing offering: „Intrapreneurship“ workshops tailor-made for your functional and cross-functional teams. Empower your leaders with the skills and mindset to drive innovation and growth within your organization.



Recently I had an engaged discussion over lunch with Business Leader. When I shared our IBSing change enablement framework—focused on awareness, intrapreneurship, partnership and mentorship—he looked at me in disbelief.

"How do you foster intrapreneurship?" he asked.

Good question! We've all faced moments where accountability fades, and the blame game begins. "Not my fault the customer didn't get the product—another department messed up!" or "Can't help it that you did not get the information, the IT tool isn't working!"

In the IBSing Intrapreneurship Workshop we empower teams to:

- ✦ Take ownership of tasks for customers and stakeholders.
- 🚧 Identify and remove obstacles hindering success.

Key elements include

- 🎯 Identifying a functional vision and core tasks.
- 🔗 Analysing the enabling framework.
- 📦 Converting personal tensions into organizational improvements.
- ☑️ Prioritizing critical tasks—starting with 2-4 concrete immediate challenges.
- 🤝 Engaging key change agents.
- 🚀 Executing, implementing, monitoring progress, and addressing new concrete challenges.

Tested with functional and cross-functional teams, these workshops received **excellent feedback from the participants** with an immediate return on investment.

Please contact me for details on how this innovative and agile format could be applied in your organisation to boost intrapreneurship, team engagement, and financial performance!

Navigating the IBP Transformation: Delica Case Study

On 30th Nov, I had the opportunity to share a real success story at the CParity "From S&OP to IBP" Conference in Amsterdam! The feedback to the innovative IBSing Change Enablement was phenomenal!



"It was a significant milestone for HELIBLICK and myself, co-presenting with Urs Brunner, Head of SCM at Delica AG. Together, we unveiled the IBP transformation journey that reshaped a key player in the food manufacturing industry.

Delica AG Overview:

- Revenue: CHF 1 billion
- Production: Five global sites
- 3700+ SKUs
- System Solution: SAP IBP

Urs Brunner highlighted the perceived lack of shared vision and engagement for IBP, leading Delica to engage HELIBLICK as a "sherpa" in the transformation.

Delica's IBP Vision:

Clear from the outset during the sensemaking interviews, the vision is a Clockwork of E2E Standard Process with High Efficiency, tightly integrated with short and long-term exception management, a strong IBP Governance process and aligning with strategic and financial plans.

Transformation Journey:

Quarterly Workshops and Agile Governance
Pivotal quarterly workshops focused on step-by-step improvements for short-term gains and sustainability. Biweekly governance ensured agile responses to critical issues.

Financial Benefits: A Game-Changer

Results of the IBP transformation were remarkable:

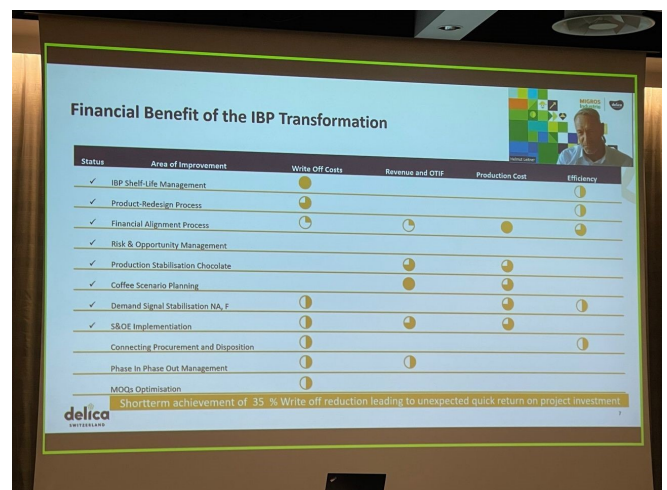
Short-term write-off reduction achieved positive ROI within three months.

Write-off reduction exceeded project investments by over 10 times.

In addition the team achieved tangible improvements in revenue, OTIF, production costs, material costs, and organizational efficiency.

In conclusion, the Delica AG case study validates the effectiveness of the IBSing Change Enablement Framework. This innovative approach streamlined operations and delivered substantial, measurable financial benefits.

As HELIBLICK pioneers IBP advancements, we remain committed to catalyzing impactful transformations for our clients."



IBP / IBSing Practitioners Network: Join our monthly cost-free calls

Numerous Supply Chain leaders and IBP practitioners often focus inward and miss out on opportunities to gain external perspectives, learn from diverse industries, and collaborate on ideas to enhance their organizations. If you or someone in your organization is interested, please inform us to join our free monthly calls in this peer network.



The IBP / IBSing practitioners group has evolved to a sustainable source of inspiration, learning and improvement. Please find here **a few facts**:

- ⇒ 50 calls so far, each of them strictly following the rhythm (4th Monday of the month from 16:00-17:00 CET)
- ⇒ > 30 external speakers
- ⇒ 10-20 participants in each call
- ⇒ Overall 350 members from > 300 companies and 15 industries are currently registered in the network
- ⇒ Typical agenda
 - * Welcome and Icebreaker (10 min)
 - * Presentation Guest Speaker (15 min)
 - * Breakout (15 min) & Readout (15 min)
 - * Check Out (5 min)

NEXT SESSIONS

51 - 22nd Jan 2024 16:00 – 17:00 CET Ricardo Ghera "How Could IBP Benefit From the Adoption of Self-Organized Principles & Practises?"

52 - 26th Feb 2024 16:00-17:00 CET Daniel Langner Project Lead and PostDoc at Institute for SCM at University of St. Gallen. "Improving early warning and response for supply chain disruptions"

53 - 25th March 2024 - Susanne Walker "KPIs - boon and bane?"

54 - 22nd April 2024 - Debbie Climer - Topic will be selected by audience

55 - 27th May 2024 Dale Edwards, Head of IBP at The Royal Mint - "From Scratch to Success: Launching Your IBP/S&OP Journey"

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