

**OUR SUCCESS BOARD**

VERTICAL	CLIENT CONCERN	IMPLEMENTATION	BENEFIT TO CLIENT
FMCG	<ul style="list-style-type: none"> <li>- The pain point was around the very average OTIF service delivery levels</li> <li>- Slower TAT of the delivery</li> </ul>	<ul style="list-style-type: none"> <li>- PBOPlus designed an end to end process 'Forecast To Delivery'</li> </ul>	<ul style="list-style-type: none"> <li>- PBOPlus helped to increase performance by <b>reducing delivery TAT by over 40%</b></li> <li>- Designed and implemented a new Process of <b>Forecasting to Delivery</b></li> </ul>
FMCG	<ul style="list-style-type: none"> <li>- Too many people</li> </ul>	<ul style="list-style-type: none"> <li>- Reduced 28% manpower over three seasons</li> </ul>	<ul style="list-style-type: none"> <li>- Manpower cost saving of most than <b>Rs. 6 crores p.a.</b></li> </ul>
Pharmaceuticals	<ul style="list-style-type: none"> <li>- Free the CEO from day to day operations</li> <li>- After this 9 more assignments have been done for building the revenue</li> </ul>	<ul style="list-style-type: none"> <li>- Identifying future leaders, Future CEO</li> <li>- Empowerment of high performers</li> <li>- Right flow of information</li> </ul>	<ul style="list-style-type: none"> <li>- MD 's time was <b>80%</b> free to focus on strategy and its implementation</li> </ul>
Pharmaceuticals	<ul style="list-style-type: none"> <li>- Slow processes resulting in missed commitment to the customer</li> <li>- High manpower cost</li> </ul>	<ul style="list-style-type: none"> <li>- Process Based Structure</li> <li>- Multi-skilled workforce at their newest plant</li> </ul>	<ul style="list-style-type: none"> <li>- Short term - Manpower cost saving of over <b>30%</b></li> <li>- Medium Term- Superior Service level(OTIF)</li> </ul>
Garment	<ul style="list-style-type: none"> <li>- Manpower cost</li> <li>- 12 more assignments on JD and design</li> </ul>	<ul style="list-style-type: none"> <li>- Process Based Teams</li> <li>- Multi skilled workforce</li> </ul>	<ul style="list-style-type: none"> <li>- More than <b>Rs.3 crores</b> saving p.a.</li> </ul>
Garment	<ul style="list-style-type: none"> <li>- Job evaluation for 1200 executives</li> <li>- Audit of all HR processes covering 1600 executives</li> </ul>	<ul style="list-style-type: none"> <li>- Point count method</li> </ul>	<ul style="list-style-type: none"> <li>- Improve people engagement scores improve</li> <li>- Long pending issues of mgmt were resolve</li> </ul>
Footwear	<ul style="list-style-type: none"> <li>- Build a team for accelerated growth</li> </ul>	<ul style="list-style-type: none"> <li>- Organisation structure, JD, Performance Management System Incentive Scheme and</li> <li>- Preparing an annual operating plan</li> <li>- SCM, structure and processes</li> </ul>	<ul style="list-style-type: none"> <li>- Company has grown at the rate of <b>35% pa in the last 3 years</b></li> </ul>
Manufacturing	<ul style="list-style-type: none"> <li>- Manpower cost</li> </ul>	<ul style="list-style-type: none"> <li>- Process based Organisation All plant and head office</li> <li>- Business Process Reengineering</li> <li>- Covered all the management jobs</li> </ul>	<ul style="list-style-type: none"> <li>- Short Term - <b>Rs. 8 crores</b> saving p.a.</li> <li>- Improvement in TAT Managerial process slashed by more than 50%</li> </ul>
Music and Films	<ul style="list-style-type: none"> <li>- People solution for growth</li> </ul>	<ul style="list-style-type: none"> <li>- Organisation structure, Job design, PMS</li> </ul>	<ul style="list-style-type: none"> <li>- Enhanced organisational capability for growth</li> </ul>
Super speciality healthcare	<ul style="list-style-type: none"> <li>- Slash waiting time for patients post discharge and pre-admission</li> </ul>	<ul style="list-style-type: none"> <li>- Recommended changes around process people and communication</li> </ul>	<ul style="list-style-type: none"> <li>- Slashed wait time for a patient by more than <b>70%</b></li> </ul>

		- Implemented by the client	
<b>Super speciality healthcare</b>	- Dissatisfaction with grades and salary of administrators and doctors	- Organisation design , Job evaluation, compensation - Revamping of grades and salaries	- <i>Higher satisfaction with relative compensation</i>
<b>Graphite Electrode Industry</b>	- To improve the OTIF and improve the basic shop floor management practises, cleanliness, - Improved arrangements, layout and communication - Reduce the downtime	- Why- Why analysis - Fishbone diagrams - Creating an integrated unit - 5S model	- <i>Significant improvement in downtime</i> - <i>Improvement in OTIF values</i>
<b>Electrical and Steel</b>	- Restructuring Corporate office	- Assessment of workload - Demand and need for specialise experts	- <i>Corporate office cost reduction</i>
<b>Steel</b>	- Contemporary organisation	- Organisation Design, JD, PMS - Compensation - fixed and variable	- <i>Team for growth</i>
<b>Cotton</b>	- Right Sizing - Improving sales effectiveness	- TBCSDE model for right sizing - Close to customer model for improving service levels, TAT and - PMS with incentive scheme for motivating sales force - 4 component sales effectiveness model	- <i>Lean Organisation through right sizing, and faster</i> - <i>Simultaneously sales picked up</i>
<b>Consumer Goods</b>	- Altering the value cost equation to improve competitiveness	- Implementing integrating process across the value chain. - 5S and clair to improve machine performance. - Daily reviews	- <i>OTIF improvements</i> - <i>Increase Plant throughput by 30%</i>
<b>Paper</b>	- Service level improvements	- Process Based Organisation Top to Bottom, End to End	- <i>Improvement in order fulfilment and Cost savings of over 4 crores p.a.</i>