

Team Business

Leveraging Employee Knowledge for Growth

Synopsis

Team Business is designed to teach employees how business, and specifically how their business works, by understanding the concept of the Value Chain.

This gives employees a context in which to define opportunities for improvement and growth in the company.

Introduction

Opportunities

Every company has opportunities to improve processes, systems and operations. The people who are most aware of and are best equipped to identify and take advantage of these opportunities are the employees. Employees understand the day-to-day business of the company intimately as they are in direct, constant contact with suppliers, customers and the processes of the company.

Benefits of Employees as "In-House Experts"

- ✦ Opportunities for improvement arise from direct experience and personal understanding so suggestions will be practical and realistic
- ✦ Improved buy-in and ownership of new ideas
- ✦ Long-term commitment to success
- ✦ Suggestions will benefit employees, enhancing buy-in and commitment
- ✦ Employees perceive that they have a voice which increases engagement and commitment
- ✦ Employees' perception of themselves as experts increases their sense of value and level of engagement
- ✦ Managers are released from routine tasks to spend more time on strategic thinking and planning
- ✦ Employees are already paid for are more reliable, more effective and cheaper than hiring external business improvement consultants



Programme Structure

Duration Two consecutive days during which the simulation is run on Day 1 and the application of principles learnt is done on Day 2.

Participant profile *Team Business* is aimed at participants from middle management and downwards but has been run successfully with employees from all levels including shop-floor staff, senior executives and everyone in-between.

The programme works extremely well with a vertical and horizontal mix of participants from different levels and departments as this helps to break down silos and open channels of communication between levels.

Group size The ideal group size for the programme is between 16 and 30 participants.





Programme Structure

The programme runs in two parts

- Day 1**
- ✦ Teams run simulated businesses in competition with each other
 - ✦ They experience both management and worker perspectives as they take on typical business challenges learning from successes and mistakes
 - ✦ They make business decisions, carry them out, measure the financial implications and analyse their performance before moving on to the next cycle

- Principles**
- ✦ Fundamentals of business: costs, revenue, profit
 - ✦ Sources of funding – equity and debt
 - ✦ The impact of interest and tax on profits
 - ✦ The role of technology
 - ✦ The affordability of staff
 - ✦ The role of quality
 - ✦ The challenge of changing market demand
 - ✦ The functions of a business – production, marketing, administration, finance, services
 - ✦ Basic value chain analysis
 - ✦ Market forces and pricing

-
- Day 2**
- ✦ Principles learnt on Day 1 are transferred to the reality of the participants' own company
 - ✦ Challenges facing their company
 - ✦ Participants identify specific opportunities for adding greater value

-
- Core Issues Addressed**
- ✦ Stakeholders: Who invests in a business and who benefits from a business
 - ✦ Why businesses have to be profitable
 - ✦ How businesses are structured - internal customers and suppliers
 - ✦ Our company: core business, structure, values, challenges
 - ✦ What my department can do to add more value
 - ✦ What I can do to add more value
-

