

CASE STUDY



Automotive Tier 1 Supplier – Creating teamwork spirit instead of One Man Show

1. Company Background:

- The company was a long-established manufacturer of automotive parts employing around 1,000 people
- It had a traditional management style with only a few leaders making decisions, while the rest of the employees were not involved in the management process

2. Initial Challenges:

- The company's management was chaotic with leaders assigning tasks without clear direction, leading to inefficiencies
- Meetings were unstructured and often called at the last minute, resulting in minimal productivity. The lack of a clear company vision and mission left employees uncertain about priorities

3. Implemented Solutions:

- **Several Teams were created:**
 - A team was formed to create structured rules and a frequency for meetings reducing wasted time
 - Team Layout for the factory floor were planned systematically to optimize material flow
 - Team where Kanban system was introduced to manage inventory and production
 - Team where Kanban system was introduced to manage inventory and production

4. Results Achieved:

- The company saved **600-800k EUR** annually and **increased productivity by 15-20%** each year
- Improved cooperation among departments
- Improvements were implemented by dozens of people in teams instead of a few overloaded individuals

Employees became more engaged, actively contributing to improvements.