

CASE STUDY

How a Tier 1 Supplier Replaced a “One-Man Show” with Teamwork(+ 600 –800k EUR annual savings)



1. Company background:

- Established automotive parts manufacturer employing approx. 1,000 people
- Traditional management style with decisions made by only a few leaders
(slow decision-making, low productivity)

2. Initial challenges:

- Chaotic company management; leaders assigned tasks without clear direction, leading to inefficiencies
- Meetings were unstructured and often called at the last minute
- Lack of a clear company vision and mission left employees uncertain about priorities

3. Implemented solutions:

- From pushing people harder - system
- Leadership behavior changed from constant firefighting to focusing on clear top priorities
- Rules for effective meetings were established
- Material flow and Kanban system were optimized to manage inv. and production
- Workplace ergonomics and process standardization were improved
- Responsibility shifted from “someone will take care of it” to clearly defined owners

4. Results achieved:

- Annual savings of 600 –800 EUR
- Productivity increased by 15–20% every year
- Improved cross-department collaboration (less blame-shifting, more problem solving)
- Improvements driven by dozens of people in teams instead of a few overloaded individuals

The project led to significant improvements in processes, quality, and internal communication. Employees became more engaged and actively contributed to continuous improvement.



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