

TRANSFORM YOUR BUSINESS THROUGH EFFECTIVE CHANGE MANAGEMENT AND SUPPLY CHAIN MANAGEMENT

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Did you know? Due to the advent of technology, supply chains are undergoing drastic transformation. How you manage your supply chain can make or break your business!

In order to better plan for the future, leaders must analyse how they can proactively prepare for future unanticipated supply chain and demand shocks. While no one can predict what will happen tomorrow, we can start preparing for future changes by developing smarter global supply chains now.

However, it is also important to keep in mind that changes at the organisational level have an impact on all employees in a firm. As a result, organisational change has a tendency to be felt more deeply and over a longer length of time. Thus, it is critical for businesses to be able to handle organisational changes effectively.

How to Implement Change Effectively Through Change Management

To implement change effectively, organisations should seek to systematically increase the driving forces for change, and decrease resisting forces, according to **Kurt Lewin's Force-Field Theory**. These can be achieved using Kurt Lewin's three-stage theory of change, which is commonly referred to as **Unfreeze, Change, and Freeze (or Refreezing)**.



How to Implement Change Effectively Through Change Management



Unfreeze

In this initial step, you should:

- Garner support for the change
- Create a situation in which individuals will want the change
- Create a sense of urgency

Change

To facilitate this stage, consider the following:

- Encourage and empower others to take action.
- Provide support
- Constantly present a clear image of the intended change

Freezing (or Refreezing)

Here, you can:

- Develop and advocate strategies for long term transformation
- Create systems, such as feedback mechanisms or reward systems.

Check out the full blog here: <https://www.vktransformation.com/post/why-is-change-management-important-in-an-organisation>

There is much to be learned when it comes to change management, as it is such an important topic that businesses must internalise in order to manage change effectively. This month, the VK Transformation team was thrilled to have Dr. Yong Hsin Ning host our change management sharing session, for one of our ongoing projects in the health industry.



Here are some of our key takeaways from the insightful session:

	Change management is needed not just by organisations, but our personal lives as well.	
	Don't ignore the "people" aspect of change.	
	In the face of change, leaders serve as the voice, and they must step in and communicate the end goal of the change.	
	Change needs to be approached with agility.	
	Change occurs at the speed of consumption; in other words how change-ready the organisation is.	



Interested to learn more real-life applications of change management? Check out how Lego, and Coca-Cola have successfully implemented change management here: <https://www.instagram.com/p/CbG4QGuBuQl/>

Understanding Supply Chain Management

Supply chain management can be defined as the control of the flow of goods and services from the point of manufacture to the point of consumption. It is critical in this era of globalisation, as organisations strive to provide customers with the greatest quality products and meet all of their demands.



Effective supply chain management requires an understanding of the supply chain process. The supply chain process is divided into five parts as follows:

UNDERSTANDING SUPPLY CHAIN MANAGEMENT

Plan

Companies must plan to match demand with supply in order to regulate inventories and the production process. This keeps businesses from overpaying on storage space or running out of raw supplies, both of which delay product delivery.



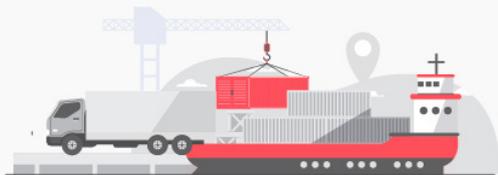
Sourcing

The sourcing stage entails locating suppliers that can provide the goods and services you need. It is at this point where the highest cost reductions may be realised.



Manufacturing

In this stage, raw materials are turned into goods that satisfy your customers' needs. Obtaining customer feedback is critical to providing value to customers.



Delivery and Logistics

The next critical phase in the supply chain management process is getting your final product to the consumer. All of the preceding processes are for naught if you can't get what you manufacture to your customers.

Returning

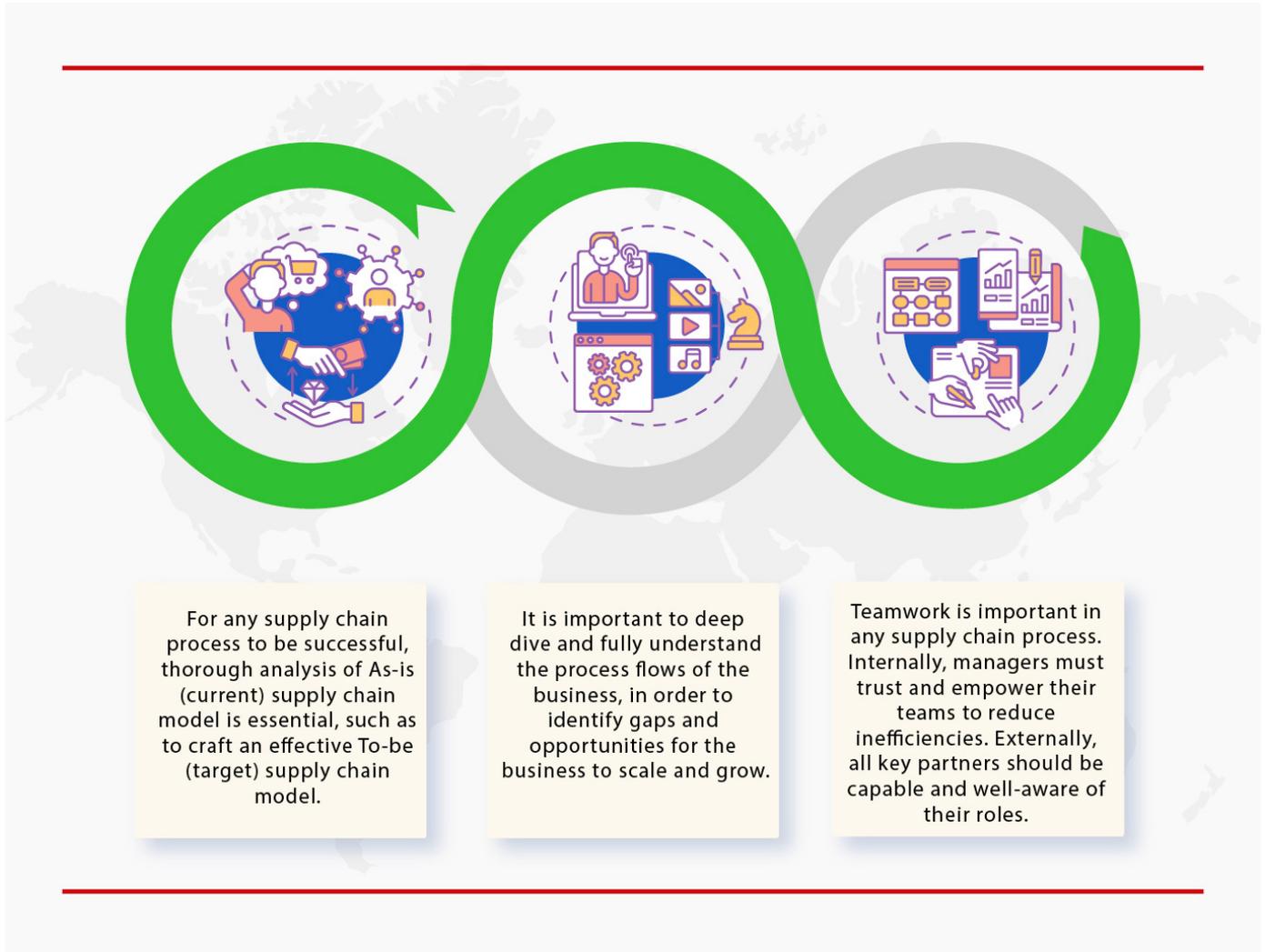
Reverse logistics, often known as return logistics, is an element of the post-delivery customer service process. If you don't have a clear return channel, you risk ruining your brand.



Check out the full blog here: <https://www.vktransformation.com/post/supply-chain-management-in-the-era-of-globalisation>



On the topic of supply chain management, the VK Transformation team was really excited to have Mr Gopal Varutharaju host a supply chain sharing session for one of our ongoing projects on an omnichannel. Here are some of our key takeaways from the fruitful and highly insightful session:



Change Management Within the Supply Chain

Only by embracing change and by taking steps to implement change successfully, will organisations be able to fully reap the benefits of a modernised supply chain. The first step towards embracing change is for businesses to first consider why and how they have to modify long-standing supply chain procedures. With the potential benefits in mind, businesses and their stakeholders will be more receptive towards change.



As such, adopting a forward-thinking mindset is required to have a successful transformation. This entails considering the company's future prospects in light of the pressures and trends that affect its competitive position, as well as changing consumer expectations in an increasingly digital landscape. It is also important to set goals and expectations in order for change to be effectively implemented, and these goals can include:

EXAMPLES OF SUPPLY CHAIN TRANSFORMATION GOALS



Better Decision-Making Abilities

Machine-learning algorithms can make recommendations to supply-chain managers on how to handle certain scenarios, such as adjusting material planning and scheduling in response to new client orders.



Automation

Automated operations can let supply-chain experts focus on more important responsibilities by streamlining their labour. Digital systems may be set up to automatically handle real-time data, removing the need for human data collecting, cleaning, and entry.



End-To-End Customer Engagement

For example, track-and-trace systems that deliver precise information about orders throughout the lead time can improve customer experiences by giving supply-chain managers greater control and offering consumers with unparalleled transparency.



Innovation

A digital supply chain may assist a firm in strengthening its business model. Through a digital supply chain, firms will be able to innovate and expand into new market categories.



Check out the full blog here: <https://www.vktransformation.com/post/change-management-within-the-supply-chain>

Wondering how other companies have done it? Check out how Kellogg's, HP, and Nike have successfully implemented change management to conquer supply chain disruptions here: https://www.instagram.com/p/Cbq_9_GBcbr/

Sources:

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Maximise the Potential of Your Supply Chain Through Effective Change Management

With our experienced EDG Certified Consultant, VK Transformation is enthusiastic about helping B2B and B2C businesses accelerate their business model, brand, and marketing. As you and your business go through this supply chain management process, our strategic consulting wing can help you with diagnosis, strategy, and execution.

VKT boasts a proven track record in achieving a high EDG application success rate with up to 70% funding. So wait no longer, and contact us for a virtual coffee chat to discover more about how you may start your supply chain transformation and leverage our expertise!

FOR MORE DETAILS, CONTACT US TODAY

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For more information reach out to us on our [website](#) and feel free to share our newsletter.

