SI Going To The Corporate World

INTERNATIONAL SI CONFERENCE SEATTLE 2018

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Global model - 5 centers worldwide
The different centers offers…

Information
Training
Evaluation
SI – Characteristic *picked from the different centers website*

- Address students needs in a holistic approach
- What to learn; how to learn
- Non-remedial approach
- Friendly, relaxed environment
- Cost effective, and focuses on high risk courses
- Academic assistance programme
- Weekly peer-facilitated study sessions
- Senior students
- Receive intensive training
- Act as a role model
- Guide students through the course material
- Is voluntary, student driven
Agenda

• The problem
• What’s the benefit of SI
• Commercial
• The company
• Background why IKEA was interested
• The pilot project
• The structure
• The Future
Questions

What could be the reason for using SI in the corporate world?

Where in a company could it be useful?

How could it be used?
What is the benefit of SI

- Able to integrate new concepts and previous knowledge
- Deep learning instead of surface learning
- Employ strategies that will produce successful learning/performance outcomes
- Think through and process the concept
- Ability to think critically
- Better grades/performance
- Lower drop out/stay at the company
Collaborative Learning
Collaborative learning

Students coworkers progress personally, while collectively working towards a common goal. Students coworkers are accountable to one another and, with appropriate direction, will self-manage this. Students Coworkers learn to better understand and anticipate difference, recognize it in themselves and others, and use it to their advantage.
Lund University

- Founded in 1666
- A comprehensive university top 100
- 45,000 students
- Almost 3,000 research students
- 6,800 employees
- Around 650 professors
- 800 senior lecturers
- 1,200 lecturers and other research staff
IKEA

- Founded in 1943
- IKEA an acronym for Ingvar Kamprad Elmtaryd Agunnaryd
- Close to 40 billion EUR/year retail sales
- 418 Stores in 49 markets
- 200,000 employees
- More than 900 million visitors/year
- 2.8 billion website visits/year
- Also well known for the food
- 1.5 billion meatballs are sold/year
- 203 million copies of the catalogue each year
Liberiet — the first lecture hall
This building is today the IKEA museum
What does IKEA Bring SCM do?

IKEA operates restaurants and sells food at their stores.

IKEA Bring SCM manages the food supply chain worldwide.

Their office is located in a town in the southern part of Sweden close to Lund.

Now IKEA want to continue to develop the food business.
A shift?

In the past you came to IKEA to buy a furniture at the same time eating a piece of food. Now you come to IKEA to eat a piece of food and at the same time buy a piece of furniture
Bring SCM a part of IKEA

Through its 100's employees, IKEA Bring SCM supplies staff with logistics skills, but also specially developed IT systems as well as a global network of subcontractors carrying out transportation and storage. The services include complete solutions for the development and operation of the supply chain from production planning and purchasing to order management, customer service to warehousing and deliveries as well as financial services.
Why SI at IKEA Bring SCM?

• We operate a world wide supply chain, abstract with many dependencies
• We work with process steering and have recently implemented a process organisation
• IKEA is a value driven organisation and SI fits well with our key values
The IKEA key values and SI

- Togetherness
- Caring for people and the planet
- Cost-consciousness
- Simplicity
- Renew and improve
- Different with a meaning
- Give and take responsibility
- Lead by example

- Make everyone involved and heard
- Faster development towards sustainability
- D-I-Y approach
- Small steps improvement
- Empower the co-workers to renew and improve
- Taking SI to the corporate world
- Co-workers influence development
- The method will spread to meetings outside the SI-pass
The Process Organisation

The business is divided into different main processes.
Each process has a process owner, one or two process leaders and a process team.
A SI-leader is part of each process team.
The SI-leader arranges SI-meetings with the co-workers that work in the process on a regular basis.
What do we want to achieve?

Two-way communication, making sure that the process is understood by the co-workers but also getting ideas and identify possible improvements

Empower and motivate the co-workers, ”It’s our process”

Secure the ways of working to improve the quality of our work
SI – organisation Higher Education

- Teacher
- SI-leader
- Supervisor
- Students
SI – Organisation IKEA Bring SCM

- Lecturer
  - Process owner
  - Project leader

- SI-leader

- Supply planner
  - Demand
  - Coordinator

- Supervisor
  - Educate
  - Competence
What Lecturers do

- Presenting the Information
- Promoting participation
- Receiving feedback
What Supervisors do

- Train the SI-Leaders
- Regular supervision
- Evaluate
What coworkers do

- Participate continuously in meetings
- Involved in discussing around the information provided
- Develop learning strategies
- Providing feedback
What SI leaders do

Give a man a fish and you feed him for a day; Teach him how to fish and you feed him for a lifetime.

Ancient Chinese Proverb
Most of the job remains to be done. Let us continue to be a group of positive fanatics who stubbornly and persistently refuse to accept the impossible, the negative. What we want to do, we can do and will do together. A glorious future!

Ingvar Kamprad
The Testament of a Furniture Dealer 1978
Outcome so far

• We see that is working I this context
• Those who have been trained as SI leader have enjoyed the task
• There is an interest from the co workers in the concept
• Everyone in the group have contributed in the sessions even those that used to be quiet
• The participants have felt it easy to talk in the meetings and have also get a deeper understanding of what is presented (the process)
The future

• Evaluating the outcome
• Continue and develop SI-Pass in IKEA Bring SCM
• Try it in internal education settings
• Present it to other divisions in the company
• Present it to the Human Resources org. at IKEA
Questions
European SI-PASS centre

Thanks for listening

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www.SI-PASS.LU.SE
The Movie

- https://www.youtube.com/watch?v=ngzRjL-ycw0