



Wilson Perumal
& Company

MANUFACTURING & INDUSTRIAL OPERATIONS LEADERS:
IS YOUR CULTURE WORKING
FOR YOU OR AGAINST YOU?

4 ESSENTIAL STEPS TO TRANSFORM YOUR CULTURE



FOR MANUFACTURING AND INDUSTRIAL OPERATIONS, A HIGH-PERFORMING CULTURE IS A COMPETITIVE ADVANTAGE

Your culture determines how your team members think, act, and perform every aspect of their jobs

Benefits we've seen achieved by leaders focused on building the right culture:

- Reduce **operational incidents** by >70%
- Reduce **overhead costs** by as much as 2.5X
- Lower **compliance costs and fines** up to 100X
- Improve **operational profit** by \$200M in <1yr
- Improve **supervisor effectiveness** by 78%
- Improve **organizational communications** by 76%
- Increase **employee accountability** by 69%

DON'T SETTLE FOR A CULTURE THAT FALLS SHORT.

LEAD YOUR COMPANY TO THE CULTURE IT NEEDS!





IF YOUR CULTURE ISN'T WORKING **FOR** YOU, THEN IT'S WORKING **AGAINST** YOU

*A strong, healthy culture is a powerful multiplier for leadership—
but most leaders struggle to define what the right culture for
them really is, and even fewer know how to achieve it*

Despite 91% of executives saying culture is important:

77%

of employees experience
culture tensions at work they
don't know how to address
(e.g., safety v. speed,
quality v. throughput)

[Gartner](#), June 20, 2019

16%

of CEOs and CFOs
believe their culture
is exactly where it
should be

[NBER](#), March 2017

85%

of CEOs and CFOs
believe an unhealthy
culture leads to unethical
behavior by employees

[NBER](#), March 2017

4 ESSENTIAL STEPS TO CHANGE YOUR CULTURE

AND MAKE IT STICK!

- 1 DIAGNOSE YOUR CURRENT CULTURE**
Understand what your current culture really is and why it is that way
- 2 DEFINE YOUR DESIRED CULTURE**
Intentionally design your culture to include the fundamental attributes for high-performance
- 3 BUILD AN ACTIONABLE ROADMAP**
Make the transformation practical and real down to the lowest level of the organization to ensure quick wins
- 4 GET LEADERS ENGAGED**
Integrate your culture into the organization's management processes to make it enduring



CHANGING CULTURE
DOESN'T TAKE YEARS.

**START NOW—
GET RESULTS NOW!**

YOU NEED THE RIGHT PLAN AND THE RIGHT PROCESS FOR TRUE CULTURE TRANSFORMATION TO STICK

Many leaders struggle to create and sustain a culture with the elements needed for leading performance.

Companies with high-performing cultures all share a set of common attributes. They are deliberate about their culture and make it consistent across all levels. Installing these attributes is essential to building a culture that enables your company to excel.

A healthy culture does not develop by itself. If you do not understand your current culture, the target will look blurry and out of reach. Across your organization, perceptions of culture often vary greatly.

A one-size-fits-all approach to change will not work. To create the right transformation approach, you must first understand why your current culture is the way it is.

Success starts with support.

We have achieved over 90% organization-wide support for culture transformation initiatives with clients. Our focused assessment and change process leads to quick wins on your path to creating the culture you need. [Yardstyck®](#), WP&C's proprietary tool to measure, benchmark, and diagnose culture, creates value early in the transformation, building support and momentum.

“We’ve worked on culture in the past, but we always back slide.”

– COO, Manufacturing Company



LEVERAGE YOUR CULTURE TO ACHIEVE LEADING PERFORMANCE

The WP&C team brings robust transformation expertise, proven methodologies, implementation processes, and proprietary tools to deliver results quickly.

[START THE CONVERSATION >](#)

Results we have helped clients achieve:

- **30% increase in manufacturing productivity in 5 months**
- **78% improvement in supervision effectiveness in 6 months**
- **70% reduction in incidents, injuries, and accidents in 1 year**
- **\$200M increase in operating profit for a refinery in 1 year**
- **25% increase in productivity for a manufacturer in 1 year**

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