



Dear «First»,

October 2012

Simple Management Techniques Still Work

1. Measure it to change it

The fact of measuring things has some strange effects on the human psyche. If like me you were trained as a physicist measurement is a bit of a mania. Surprisingly even the fact of management taking an interest in the detail of things can yield not just information about changes required, but can generate change in itself—the much quoted [Hawthorne Effect](#). A recent project with a Business Transformers client yielded 49% reduction in scrap and a 20% increase in factory efficiency within 16 days of carefully setting up the measurement system. These relatively simple KPI's and how they were analysed and communicated drove profit up by £300 per year the programme continues and benefits are expected to double!



[For help developing & implementing metric systems click here](#)

2. Managing by Walking About (MWA)



As companies grow senior managers have ever increasing pressures on them, and can get “bunkered” in their offices often chained to PC screens. This can result in management becoming isolated [and isolation fosters distrust](#). MWA is a great way to see what is actually driving the business for your workforce, see their issues, ask questions, communicate directly with them and get them to buy into your vision. Try it—it works

3. Business Transformers specialises in getting maximum value from change

[Contact Business Transformers Ltd by e-mail](#) ,or by calling 0794 1161321 for a no obligation review and discussion. For more information on change management, business improvement, metrics & KPI's, plus information on funding options check out the [Business Transformers website](#).

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