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PVH Suppliers' Summit: Take Away (3)

Dear Penfabricans,

When at work, we mostly rely on conventional wisdom to solve our daily problems to get the job done. However, it is no longer enough to merely fix what is broken! By now, we should not have anything that is broken at all. In order to grow, we must fix what works. ie to get even better with our best practices. Our competition is right behind us, breathing down our necks.

In 2014, PVH used to have more than 800 staff members in overseas offices all over the world. Today, they have about 100 staff members off shore. How did they manage to pare down the numbers so dramatically? Of course their objectives were to improve efficiency, get quick response and cut cost. To begin with, they closed down non-essential overseas offices. Then, they looked at the job content as below:

1. Those old worn out daily repetitive jobs that did not cater for the future and could be replaced by computers.
2. Low value added jobs that did not require much thinking. Another routine.
3. Any jobs that almost always encountered problems and were not the best practices.
4. Staff members who were less productive with limited functions.
5. Members who were not solution providers.

Let us ask ourselves if we fall into any of the above categories. If indeed we do, we need to come out from that hole quickly. At the same time, we have to motivate ourselves by asking the following questions:

- a. Are we doing the right thing or the best practices?
- b. Are we only performing the reporting function? Any added values?
- c. Are we in the right place dealing with the right persons and getting the right results?

- d. Are we embracing the idea of change and innovation?
- e. Are we thinking globally while acting locally, with time being of the essence using the latest technology?
- f. Do we have the knowledge to perform and get the expected results?
- g. How can we be the 2% of people who are innovators?
- h. Speed. How can we get there first?
- i. The world is flat. Competition is everywhere and present all the time, becoming more intense by the day! What are our answers?
- j. Point to point communication, void of intermediaries. Zero redundancy.

The above are some of the Take Away from the recent PVH Suppliers' Summit.

Dear Penfabricans, it is necessary and essential for us to ask ourselves the questions above from time to time. It is important for us to know where we stand as a company and as a member of Penfabric. Banks are slimming down, drastically reducing staff members. So are many other companies, especially in the service industry. Where are we? Where do we stand in the eye of rapid technological innovations?

Have a good weekend thinking over these questions. We need to get honest answers for ourselves. There is no running away.

Thank you.

With kind regards,

HSTeh.