

New planning process drives results

Situation

- Within a 300 people R&D organisation a vision had been set to increase R&D investment.
- No plans were in place to achieve this goal.
- Projects were being done that had no clear alignment.
- There was little integration with local and global planning processes.

Action

- Set up and implemented a planning process consisting of developing strategies, ownership and engagement for leadership and management teams.
- Understood requirements and outputs of local and global planning processes and identified ways to better feed into these processes and to use outputs to drive the R&D process.
- Set up a calendar and managed against this to ensure that the process was embedded.
- Improved the process year on year to make it more streamline / increase engagement.

Result

- This resulted in a significant financial achievement of investment targets (doubled investment over 5 years) and a stronger voice for the division with each of its stakeholders.