

10 STEPS

To A World Class Inventory Team

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BLUEPRINT 2019
PLANNING FOR A FLEXIBLE FUTURE

WHAT'S AT STAKE?

10%

30%

WHAT'S AT STAKE?

30% Inventory Reduction Potential

3% ROI

Original Company

100,000,000 AnlRev

10,000,000 Inv

3,000,000 ROI

30% ROInv.In

New Lean Company

100,000,000 AnlRev

7,000,000 Inv

3,000,000 ROI

43% ROInv.In

Added Bus Unit

42,857,143 AnlRev

3,000,000 Inv

1,285,714 ROI

43% ROInv.In

SO WHAT?

Combined Business

142,857,143 AnlRev

10,000,000 Inv

4,285,714 2% ROI

43% ROInv.In

THERE IS A **FORMULA**

4SUCCESS

FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

IMPROVE

TEAM DEVELOP

PREPARATION

BLUE CHIP PRACTICE

EXECUTION

CHAMPION

HIRING EXCELLENCE

WORLD CLASS REPLENISHMENT



OPERATIONAL
SOFTWARE

or

PROFIT
ACCELERATOR

1

WORLD CLASS REPLENISHMENT

FINANCIAL ATMOSPHERE

COMM STRATEGY

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WORLD CLASS REPLENISHMENT

Career Destination?
Development Plan?
Strategic?
Talent?

or

Landing Spot?
Static?
Tactical?
Industry Experience?

2,3

HIRING EXCELLENCE

QUESTIONS TO CHALLENGE

HIRING EXCELLENCE

2

**BRAND YOUR
TEAM**

3

**RECRUIT
GREAT TALENT**

HIRING EXCELLENCE

2

**BRAND YOUR
TEAM**

MAKE THE
POSITION A
CAREER
DESTINATION

HIRING EXCELLENCE

2

BRAND YOUR TEAM

INVENTORY ANALYST
INVENTORY PLANNING
INVENTORY INVESTMENT MGR

OVER

PURCHASING,
RE-BUYER, PROCUREMENT
INVEN CONTROL

HIRING EXCELLENCE

CREATE A COMPELLING AD

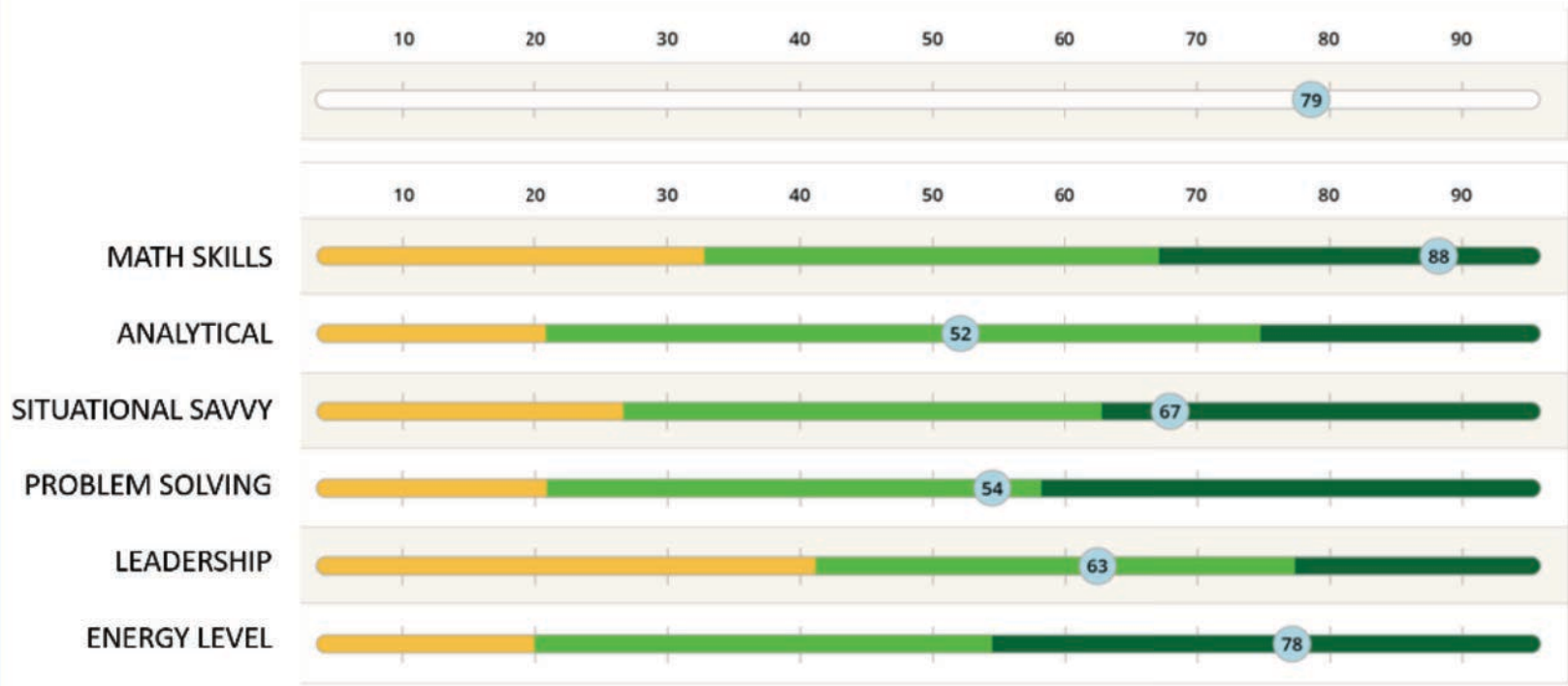
SELL / FILTER

USE HIRING ASSESSMENT

10 YEAR+ HORIZON

² **RECRUIT
GREAT TALENT**

POSITION: INVENTORY INVESTMENT ANALYST



FINANCIAL ATMOSPHERE

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4 CHAMPION

HIRING EXCELLENCE

WORLD CLASS REPLENISHMENT

THE LARGEST BUILDING BLOCK



4 CHAMPION

HIRING EXCELLENCE

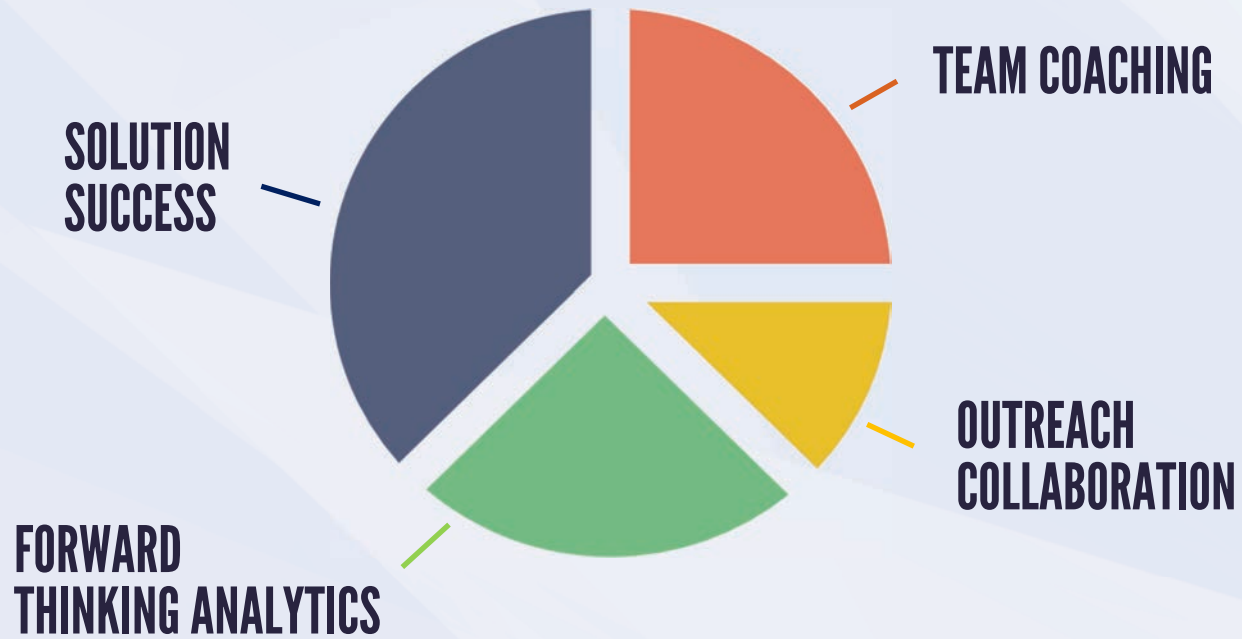


All Pro Inventory Analyst
Great Coach, Team Leader
Financially Savvy
Bridge Builder

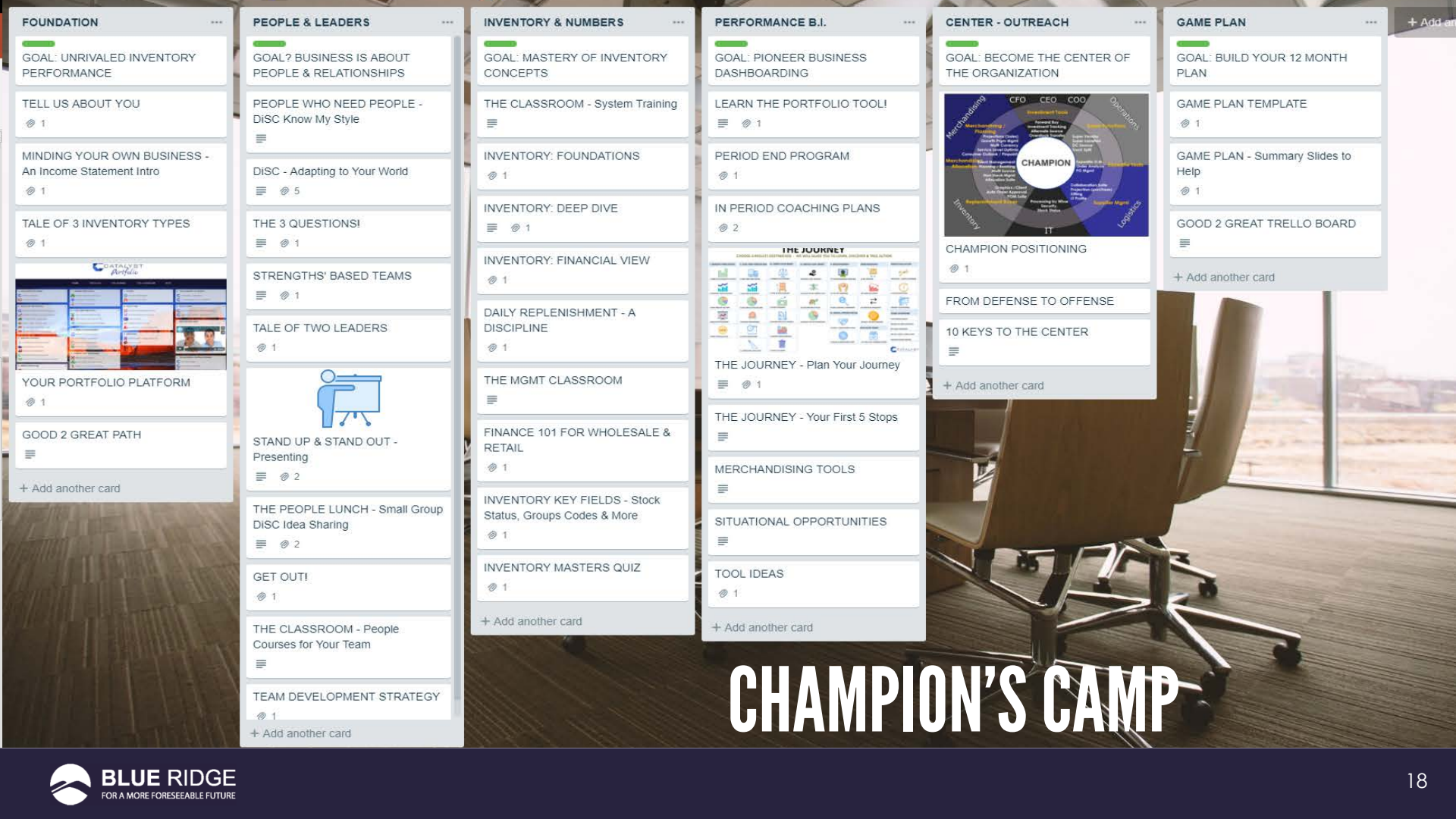
CHAMPION

HIRING EXCELLENCE





CHAMPION'S TIME




FOUNDATION ...

GOAL: UNRIVALED INVENTORY PERFORMANCE

TELL US ABOUT YOU
🔗 1

MINDING YOUR OWN BUSINESS - An Income Statement Intro
🔗 1

TALE OF 3 INVENTORY TYPES
🔗 1



YOUR PORTFOLIO PLATFORM
🔗 1

GOOD 2 GREAT PATH
☰

+ Add another card

PEOPLE & LEADERS ...

GOAL? BUSINESS IS ABOUT PEOPLE & RELATIONSHIPS


PEOPLE WHO NEED PEOPLE - DISC Know My Style
☰

DISC - Adapting to Your World
☰ 🔗 5

THE 3 QUESTIONS!
☰ 🔗 1

STRENGTHS' BASED TEAMS
☰ 🔗 1

TALE OF TWO LEADERS
🔗 1



STAND UP & STAND OUT - Presenting
☰ 🔗 2

THE PEOPLE LUNCH - Small Group DISC Idea Sharing
☰ 🔗 2

GET OUT!
🔗 1

THE CLASSROOM - People Courses for Your Team
☰

TEAM DEVELOPMENT STRATEGY
🔗 1

+ Add another card

INVENTORY & NUMBERS ...

GOAL: MASTERY OF INVENTORY CONCEPTS

THE CLASSROOM - System Training
☰

INVENTORY: FOUNDATIONS
🔗 1

INVENTORY: DEEP DIVE
☰ 🔗 1

INVENTORY: FINANCIAL VIEW
🔗 1

DAILY REPLENISHMENT - A DISCIPLINE
🔗 1

THE MGMT CLASSROOM
☰

FINANCE 101 FOR WHOLESALE & RETAIL
🔗 1

INVENTORY KEY FIELDS - Stock Status, Groups Codes & More
🔗 1

INVENTORY MASTERS QUIZ
🔗 1

+ Add another card

PERFORMANCE B.I. ...

GOAL: PIONEER BUSINESS DASHBOARDING

LEARN THE PORTFOLIO TOOL!
☰ 🔗 1

PERIOD END PROGRAM
🔗 1

IN PERIOD COACHING PLANS
🔗 2



THE JOURNEY - Plan Your Journey
☰ 🔗 1

THE JOURNEY - Your First 5 Steps
☰

MERCHANDISING TOOLS
☰

SITUATIONAL OPPORTUNITIES
☰

TOOL IDEAS
🔗 1

+ Add another card

CENTER - OUTREACH ...

GOAL: BECOME THE CENTER OF THE ORGANIZATION



CHAMPION POSITIONING
🔗 1

FROM DEFENSE TO OFFENSE

10 KEYS TO THE CENTER
☰

+ Add another card

GAME PLAN ...

GOAL: BUILD YOUR 12 MONTH PLAN

GAME PLAN TEMPLATE
🔗 1

GAME PLAN - Summary Slides to Help
🔗 1

GOOD 2 GREAT TRELLO BOARD
☰

+ Add another card

CHAMPION'S CAMP

Build

Savvy Business
Owners

Perform

World Class
Execution

5 TEAM DEVELOP
PREPARATION

6 BLUE CHIP PRACTICE
EXECUTION

CHAMPION

HIRING EXCELLENCE

TEAM DEVELOP

PREPARATION

Savvy Business
Owners



BLUE CHIP PRACTICE

EXECUTION

World Class
Execution



“WE WILL GROW 10% THIS YEAR. YOU WILL NEED TO GROW AT LEAST 10% JUST TO KEEP UP.”

Supply Chain VP

QUOTE ON DEVELOPMENT

From
Defense to Offense

From
Traditional to Innovative

7 COMM STRATEGY
EXPOSURE

8 INVEN ANALYTICS
IMPROVE

TEAM DEVELOP
PREPARATION

BLUE CHIP PRACTICE
EXECUTION

CHAMPION

HIRING EXCELLENCE

From
Defense to Offense

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EXPOSURE



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Traditional to Innovative

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IMPROVE



FINANCIAL ATMOSPHERE

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HIRING EXCELLENCE

DON'T GET LEFT BEHIND!

9 FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

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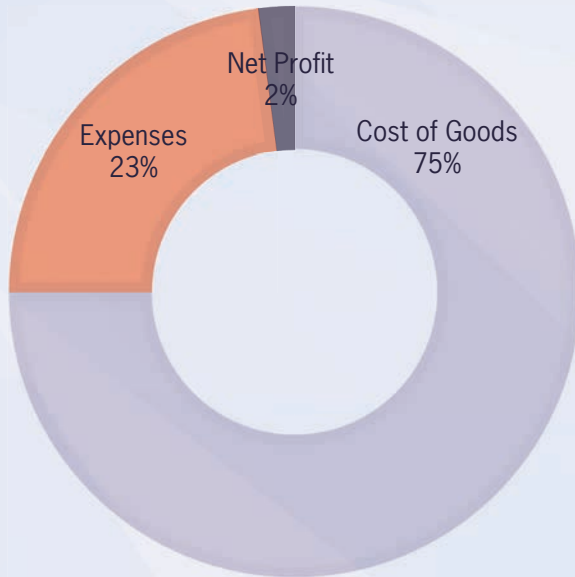
CHAMPION

HIRING EXCELLENCE

Selling generates revenue, Buying generates profit

FINANCIAL ATMOSPHERE

WHAT WE MAKE IN THE END



EXPENSES - BREAKDOWN OF THE 23%



FINANCIAL ATMOSPHERE

IMPACTING EVERY AREA OF THE INCOME STATEMENT

100,000	SALES
75,000	- COST OF GOODS
<hr/>	
25,000	= GROSS PROFIT
23,000	- OPERATING EXPENSE
<hr/>	
2,000	= NET PROFIT

FINANCIAL ATMOSPHERE

IN THIS EXAMPLE

1% COG Reduction = 50% Increase Net Profit

100,000	SALES
75,000	- COST OF GOODS
<hr/>	
25,000	= GROSS PROFIT
23,000	- OPERATING EXPENSE
<hr/>	
2,000	= NET PROFIT

100,000	SALES
74,000	- COST OF GOODS
<hr/>	
26,000	= GROSS PROFIT
23,000	- OPERATING EXPENSE
<hr/>	
3,000	= NET PROFIT

FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

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HIRING EXCELLENCE

WORLD CLASS REPLENISHMENT

Our **26%** Inventory Reduction has been re-invested into more aggressive deal buys, leading to a 1% point Net Profit improvement.

Our **1.2%** Service Improvement has inspired a new customer excellence campaign, receiving high praise from our sales team and peak confidence with customer service reps.

10

PUBLISH / CELEBRATE RESULTS

WHAT IF WE DON'T?



FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

IMPROVE

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EXECUTION

CHAMPION

HIRING EXCELLENCE

MISSING THE RIGHT CHAMPION

FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

IMPROVE

TEAM DEVELOP

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CHAMPION

HIRING EXCELLENCE

POOR HIRING

FINANCIAL ATMOSPHERE

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

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BLUE CHIP PRACTICE

EXECUTION

CHAMPION

HIRING EXCELLENCE

STILL PLAYING DEFENSE

GRADE YOURSELF

B

FINANCIAL ATMOSPHERE

D

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

IMPROVE

C

B

TEAM DEVELOP

PREPARATION

BLUE CHIP PRACTICE

EXECUTION

B

A

CHAMPION

B

HIRING EXCELLENCE

WHAT ARE YOUR GRADES?

WHAT'S AT STAKE?

10%

30%

A

FINANCIAL ATMOSPHERE

B

COMM STRATEGY

EXPOSURE

INVEN ANALYTICS

IMPROVE

B

A

TEAM DEVELOP

PREPARATION

BLUE CHIP PRACTICE

EXECUTION

A

A

CHAMPION

A

HIRING EXCELLENCE

WHAT IS YOUR PLAN TO MAKE THE HONOR ROLL?

BLUEPRINT 2019
PLANNING FOR A FLEXIBLE FUTURE

LET'S BUILD ON THIS