



Crosby & Associates
*Maximum business results
~ through ~
improved people processes*

Cost Cutting Employee Involvement Planning Process

Also known as “Turnaround Intensive Planning Intervention” (TIPI)

When times are tough, most management teams succumb to top down cost cutting that damages morale and erodes productivity. This need not be. Cost cutting, when there is true employee involvement in the planning and implementation process, is a valuable opportunity to build high performance culture while attacking the issue at hand. Crosby & Associates process has proven this time again, resulting in dramatic savings that management alone could not have realized, while structuring the employee engagement needed to achieve the highest levels of performance in good times and bad.

We already do “planning.” What makes the Crosby & Associates process any different?

We help you create a timeline in a highly interactive way engaging your people. More important, our process is a training, a team-building, and a planning and implementation process rolled into one. We teach, then integrate, socio-technical aspects of change management to all the employees present. The result is both short-term success and long-term cultural change.

Key elements:

- Open dialogue across functions and layers
- Solutions owned and implemented by people in all functions and levels
- Change roles clarified for all
- Role clarity on critical decisions
- Single point of accountability for each task
- Detailed plans and timelines for each task
- Alignment of each area with the rest of the project
- Clear structure for implementation and follow-up

Through our process each member will clearly understand the goals of the project, what they are responsible to accomplish and when, what others are working on, and how each action fits into the bigger picture.

What kind of outcomes can we expect from these sessions?

Structured employee involvement, improved morale, and consistent bottom-line results.

Here are some measureable outcomes from past sessions:

- Nuclear Operating Company:** From worst to first by industry standards, such as SALP and INPO ratings
- Bauxite Refinery:** Reduction of \$38 million from annual operating costs
- Packaging Plant:** Estimated annual savings of \$500,000 to \$1 million dollars
- Commercial/Marketing Team:** 4 1/2 % increase in mature market/\$40 million increase in revenue
- Oracle Implementation:** On time Go-Live in multinational multi-plant implementation
- Chinese Engineering Project:** Exceeded target of reducing project costs by multi-million dollar figure
- Aerospace Manufacturing Plant:** 6.4 million annual cost reduction, increased on-time delivery
- Aluminum Smelter:** \$5,500,000 reduction in annual operating costs
- Manufacturing Plant:** \$4,000,000 the year following the intervention due to increased throughput

Crosby & Associates produces a tri-yearly newsletter on organizational development topics and trends, to have it emailed to you send me a request at gilmorecrosby@comcast.com