



## EHS Insights

### Creating the Right Environment

Creating the right environment for change is a low-cost, low-risk way to significantly improve the effectiveness of a business performance improvement initiative.

Read about some of the ways past EHS Partners' clients have created the "right" environment for their company to optimize business performance. While individually these actions may seem obvious, they are often overlooked or not effectively woven into an improvement strategy.

#### Communicate the WHY

A large regional bank understood that in order to create a sense of urgency they needed to carefully but directly communicate the rationale for their initiative by saying, "We must improve our efficiency ratio by 400 basis points or we risk losing our competitive positioning."

#### Aim High

Rather than set arbitrary targets, a leading consumer packaged goods company challenged their teams to aim beyond what was expected to what would be exceptional. They said, "Stretch your thinking. Show us what is possible, not just what you think we want."

#### Grow, Grow, Grow

A large food company focused their program on growing their business. They

pledged, "If you identify and eliminate wasted spending and activities then we will reinvest those dollars in promising new growth opportunities." This motivated managers to be more aggressive with cost reductions and helped the organization achieve greater overall results.

#### Declare Amnesty

A national distribution company understood that in order to get managers to surface every idea and opportunity they needed to have amnesty for prior actions or inactions. Senior management therefore assured the organization that their initiative was about finding the organization's greatest future potential and not about assigning blame for the past.

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## About EHS Partners

EHS works with companies to generate dramatic operational improvements that deliver balanced results from efficiency improvement, revenue growth and improvement of other operating metrics. Combined, EHS clients have utilized our methodology, tools and seasoned team to achieve over \$4.3 billion in incremental and sustainable earnings.

## Client News

EHS Partners is proud to announce initiatives with:



BlueCross BlueShield of Tennessee

and



Standard Insurance Company

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### Make It Stick

By requiring that key stakeholders be engaged throughout the project, a major insurance company ensured buy-in or support amongst all affected managers prior to decision making. Thorough evaluation, careful planning for implementation and robust tracking of results helped empower managers to deliver on their commitments.

*EHS has helped dozens of Fortune 1000 companies successfully create the right environment for change. We would be delighted to talk further about how our process, tools and seasoned team can help your organization achieve meaningful performance improvement and new earnings.*

**EHS Partners has recently released a report entitled *Unlocking Opportunity: Senior Leaders Discuss Strategies to Improve Performance*, in which several CEOs and other senior managers discuss their key insights of how leading companies are driving performance improvement and implementing initiatives that have achieved significant, sustainable earnings.**

***“Manpower is in the staffing business, not the change management process business. We identified a proven process and team and were compelled to use them in order to achieve results faster and with greater certainty.”***

**Mike Van Handel, CFO of Manpower**

If you would like to access our FREE report please go to

[www.ehspartners.com/downloads/report1.pdf](http://www.ehspartners.com/downloads/report1.pdf)

## Recognitions...

Just like our clients created the right environment for business improvement, they are committed to preserving and improving our physical environment as well. Here are just a few recent examples of their sustainability efforts:



With the construction of a new “green” world headquarters building that minimizes both waste and energy consumption in downtown Milwaukee, Manpower continues to lead by example. The company also notably joined the UN’s Global Compact – a public-private collaboration to foster global corporate responsibility.

Committed to resource conservation and efficiency, Heinz recently launched a water conservation program focused on drip irrigation as well as the adoption of an easy-open can that will reduce consumption of steel and tinplate by 1,400 tons annually.



Recognized as one of the nation’s “2007 Best Green Companies” by Working Mother magazine, PNC has 42 buildings that are certified by the U.S. Green Building Council (USGBC) – surpassing any other company, regardless of industry.



Celebrating the one-year anniversary of their GreenCurrents renewable energy program, DTE has a lot to be proud of. One of the fastest growing voluntary programs of its kind in the country, GreenCurrents has attracted more than 8,000 customers having a significant impact on sustainable energy in Michigan.



Having just finished construction on London’s newest “greenscraper,” Willis has been honored with an “Excellent” BREEAM (Building Research Establishment Environmental Assessment Method) sustainability rating which measures the environmental impact of buildings. This is the highest possible score that can be achieved and is given to less than one in five newly completed buildings.



With an aggressive environmental policy that includes efforts related to reducing emissions, renewable energy, renovating stations and advanced metering, Energy East has reduced its carbon footprint by 50% since 1999.

