

# Taste 4 Success

Skillnet

## BEYOND Programme

Helping to manage your  
business in a volatile world

### Session 1

#### Digital Transformation

Date & Time: 16 November 9:30am - 12pm

### Session 2

#### Leadership and Development

Date & Time: 23 November 9:30am - 12pm

### Session 3

#### Sustainability

Date & Time: 30 November 9:30am - 12pm

### Session 4

#### Process Improvement and Innovation

Date & Time: 7 December 9:30am - 12pm

Register:

[tinyurl.com/T4S-BEYOND-22](https://tinyurl.com/T4S-BEYOND-22)



In partnership with



[taste4successskillnet.ie](https://taste4successskillnet.ie)

# BEYOND

BUSINESS • TALENT • SUSTAINABILITY • DECARBONISATION • INNOVATION • DIGITALISATION

## Programme Introduction

In 2020 Taste4Success partnered with Grant Thornton to deliver “A Success Strategy – helping to manage your business in a volatile world” programme. The objective of the programme was to help the Irish food industry navigate the volatility the industry is exposed to. At this time volatility was occurring as a result of fluctuating commodity prices, currency instability, crop performance, changing consumer demands and macro-economic factors. COVID and Brexit had further compounded these challenges in 2019 and 2020.

The food industry is still managing many of the legacy issues from this volatility as well as having to address new and emerging challenges and embrace new ways of working. Covid was a catalyst for investment in digital technologies across the food industry. Consumers changed their habits from ‘brick to click’ and producers, food service and retail businesses as well as the wider food supply chain all had to react quickly. Businesses are continuing to invest in digital transformation programmes.

Another benefit of investment in technology can be enhanced operating efficiency as new systems eliminate human error and reduce process times. The drive to enhance efficiency is particularly visible in the food industry as many companies operate on tight margins. Alternative strategies to enhance profitability involve creating unique and premium offerings through innovation.

Sustainability must underpin all innovation. The industry has a demonstrated history of embracing sustainability and made significant progress in recent years. Consumer demands are being matched by investor requirements and a rapidly changing regulatory landscape.

In order to embrace technology, innovation or sustainability food businesses need to invest in recruiting, retaining and developing the best people. In a hugely competitive market place it is essential that food businesses take proactive steps to support their people on progressive career journeys.

Our new BEYOND programme focuses on these four key themes. Initial training on each of the above topics will be delivered over the course of two half-day sessions. Following the completion of training participating companies will then have the opportunity to avail of two half-day mentoring sessions with experts from Grant Thornton to support in addressing a business specific topic of their choice.

On completion of the programme Grant Thornton will provide a succinct report outlining the issue faced, actions taken and some proposed next steps.

### **Session 1: Digital Transformation - Speaker Padraic Hayes**

Participants will learn how to leverage technology, and the people and processes surrounding technology, in order to achieve their goals and solve business problems. Utilising new technologies can save business's money and help grow revenues, but implementing and maintaining them can end up costing more. Over the course of the two half-day sessions, participating businesses will gain and learn about:

- The importance of IT, Digital and Business Intelligence strategies;
- Understanding best practice within industry;
- The power of business intelligence, data analytics and reporting; and
- The potential of automation.

### **Session 2: Leadership and Development - Speaker Anne Phillipson**

With the constant rate of external change, it is critical that organisations continuously invest in their leadership development, to ensure their people have the competence and confidence to lead the organisation, engage their teams, and prepare for the future.

Grant Thornton's People & Change Consulting team helps organisations address their biggest people challenges. Director Anne Phillipson specialises in executive education, and can help with:

- Talent reviews as part of Succession Planning
- Management & Leadership Development
- Culture, Values and Strategy; helping align people around a common purpose and agreed behaviours to achieve the vision
- Executive and Team Coaching
- Adapting new practices for the world of remote work



### Session 3: Sustainability - Speaker Catherine McQuaid

The sustainability requirements placed on food businesses are constantly evolving. It is an in vogue topic with an abundance of publications. Our module seeks to simplify a complex topic and give participants a fundamental understanding of:

- Sustainability vs ESG
- Key events and agreements
- Stakeholders who care about sustainability
- Definition and evolution of a sustainable business
- Benefits of being a sustainable business and consequences of not
- ESG frameworks, guidelines and indices

### Session 4: Process Improvement and Innovation - Speaker Neil Brady

Enhancing margin is a huge challenge for the food industry in Ireland. Two mechanism that the industry use are to create an innovative or unique offering that can command a market premium or to eliminate waste and costs from their business. These options are not mutually exclusive and this module will examine how companies can pursue both simultaneously. Participants will gain an understanding of the 'Sprint' methodology including the Participants five stages of Design Thinking

- Empathise
- Define
- Ideate
- Prototype
- Test

Additionally, the course will touch on the Lean Six Sigma DMAIC approach

- Define
- Measure
- Analyse
- Improve
- Control



## Padraic Hayes



Padraic Hayes is an Associate Director in Grant Thornton's Digital Transformation team. Padraic has significant experience in the food and beverage sector having worked in a number of roles with Kerry Group in Ireland, the UK, the EU and the United States. He also has extensive experience in manufacturing through his work with Kingspan and Bauch Health. His specialism is in developing data & analytics and business intelligence solutions to reduce costs and increase revenues, specifically in the food & beverage sector. His projects include BI and analytics solutions to achieve:

- Operational efficiencies in food production
- Elimination of waste e.g. bone waste
- Inventory reduction and OTIF performance increase
- Brand launch
- Integration and automation post acquisition

## Anne Philipson



Anne brings 30-years of global business experience to her role, having spent the majority of her career in executive education, working with leaders, teams, and boards from a variety of sectors to develop leadership capability. During the past two years, Anne has brought her experience of working with global teams to help organisations to work remotely and lead dispersed teams, and is now focussed on helping leaders prepare for the new world of work, to develop the essential skills to make hybrid work.

## Catherine McQuaid



Catherine has over 17 years' experience in the provision of Environmental, Energy and Sustainability advisory services. She holds a MSc in Environmental Engineering and a BSc in Environmental Science. Catherine is a highly experienced auditor, verifier, and consultant across the fields of Energy (ISO 50001), Environmental Management (ISO14001), Quality management (ISO 9001), Carbon Emission Reporting & Trading (EU ETS), Carbon Reduction Programmes (ISO 14064), and resource and energy efficiency projects.

## Neil Brady



Neil is a food and beverage specialist within Grant Thornton's Business Consulting team. Neil has a unique blend of experience working within the food industry and consulting. Prior to joining Grant Thornton Neil ran his own start-up business in which he consulted with a number of innovative companies and developed a world first product for one of the leading meat snack companies in the country, and on a route to market plan for a supplement company run by one of the of Leinster rugby squad.