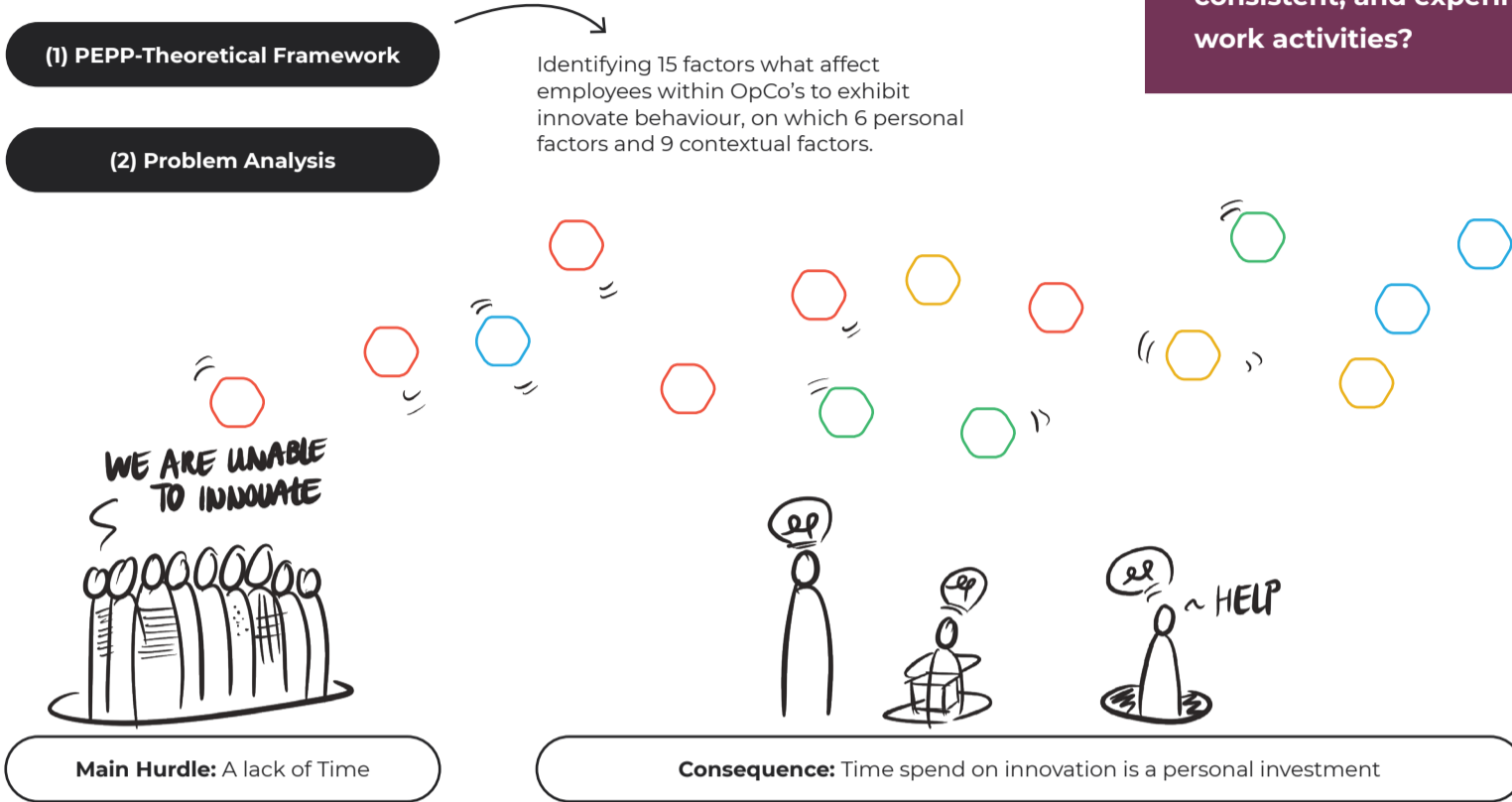


"Our purpose is to make Operating Companies within the business group PEPP become self-responsible and capable to continuously innovate by making use of the creative ideas of employees."



Unfortunately, we see that Operating Companies struggle to (prioritize) innovate and that employees within the OpCo's are hindered and prevented to generate creative daily work activities. As a result, bottom-up innovation doesn't occur.

How can the organization support employees to improve existing business practices and innovate in a structured, consistent, and experimental manner during their daily work activities?



A handful of employees work on self-initiated ideas in their personal time, yet experience 3 pain points that discourage or inhibit them. Additionally, most ideas are doomed to fail due to a lack of innovation expertise and employees getting stuck in well-known innovation pitfalls.

- Pain Point 1:** High Risks
- Pain Point 2:** No Rewards
- Outcome:** A low success rate

## The first step of a roadmap for realizing bottom-up innovation within an operating business:

### The Crash Course "Verbeteren = Experimenteren"

In 3 times a 1-hour mini-training session employees can kickstart their idea and will be able to determine whether their idea adds customer value and is an opportunity worth to build a solution for.

As a result, (i) employees are equipped with the necessary innovation expertise, (ii) self-initiated ideas have a higher success rate, and (iii) the crash course is ready for implementation.

- (1) A higher Success Rate  
By offering an MVP Tooling
- (2) Time To Innovate



- 1 STANDARDIZED process
- 2 workback & presentation
- 3 INNOVATION coach