



Bartter Enterprises

BEVINGTON
G R O U P

Change Forum



Geoff Frost : CEO



Agenda



1

- Bartter Enterprises
- Burning Platform

2004

2

- The Team
- Strategy BBX & Roadmap

Jan 2005

3

- The Workforce
- Toolkit

July 2005

4

- Case Study - XeP³ Beresfield
- Results

June 2006

5

- Learning's and BBX results
- Expanding to all functions

Ongoing
Strategy

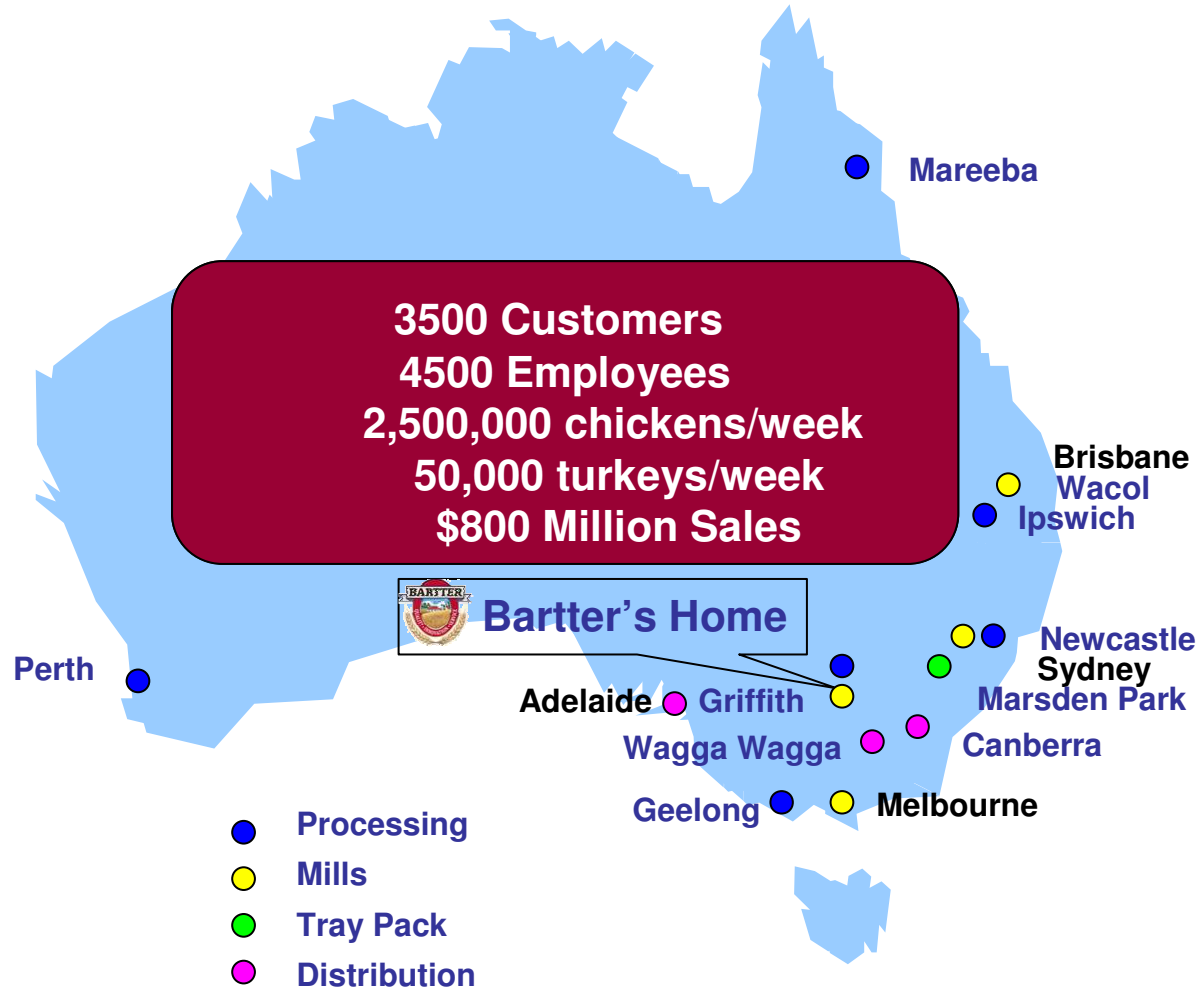


1

- Who is Bartter Enterprises?
- Burning Platform – The need for change.



Bartter Enterprises



The #2 Processor of Fresh Chicken



Our Burning Platform

INDUSTRY MYTHS

- Bird Flu
- Hormones/Steroids
- Antibiotics
- Genetic modification
- Cages
- Food born illness

MARKET

- Flat Growth
- Need for rationalisation
 - Economies of scale
- Customer Power
 - 98% unbranded or private label
 - Alternate suppliers

**NEED
FOR
CHANGE**

BARTTER

- Regional Structure
 - Inconsistent strategy
 - Different business models
- Cost increases \$15 million per year
- No formal improvement process
- Fire fighting



2

- The Team
- The BBX Strategy
- The Roadmap



The Team

TEAM

- ❑ Business Excellence Director
- ❑ Project Office Manager
- ❑ Continuous Improvement Managers
- ❑ National Black belts

PARTNERS



OUTCOME

**HIGH
PERFORMING
TEAM**

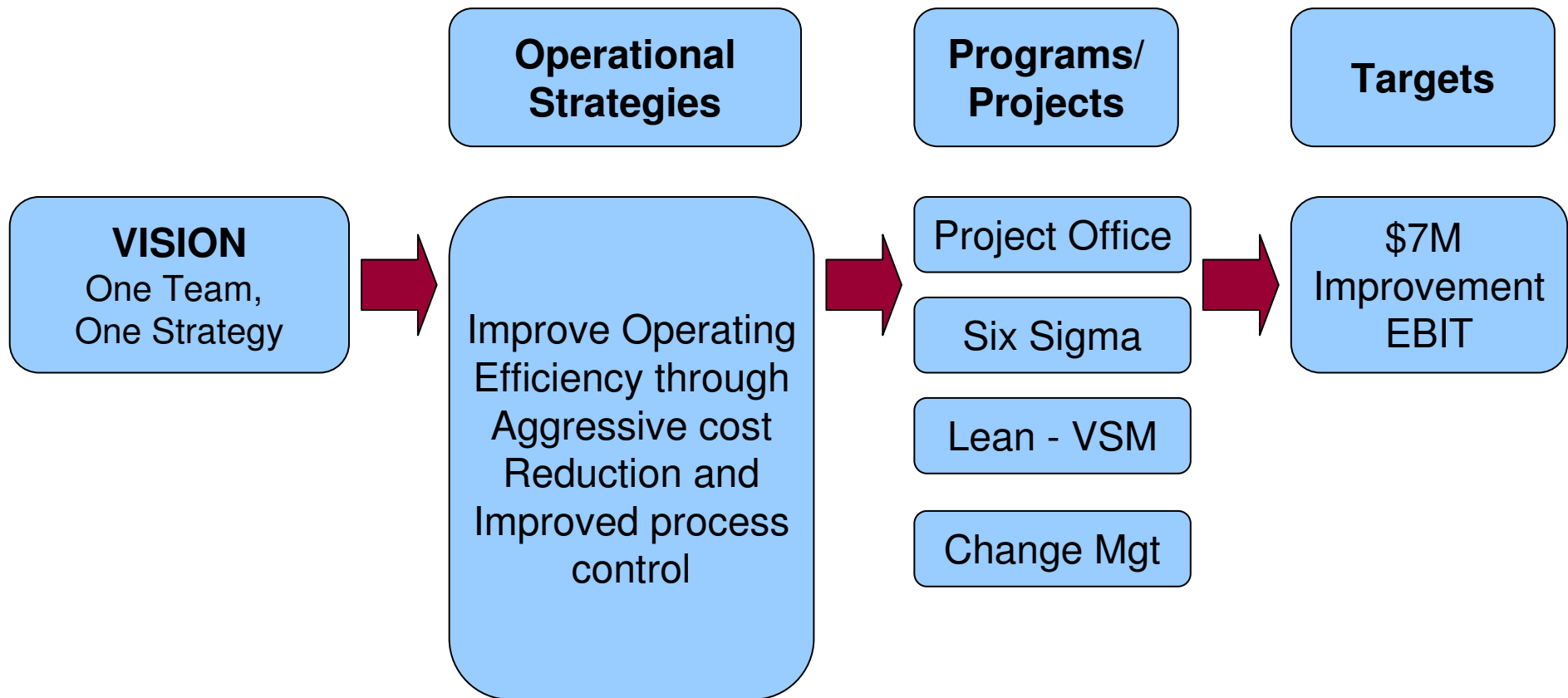
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Speed of Delivery



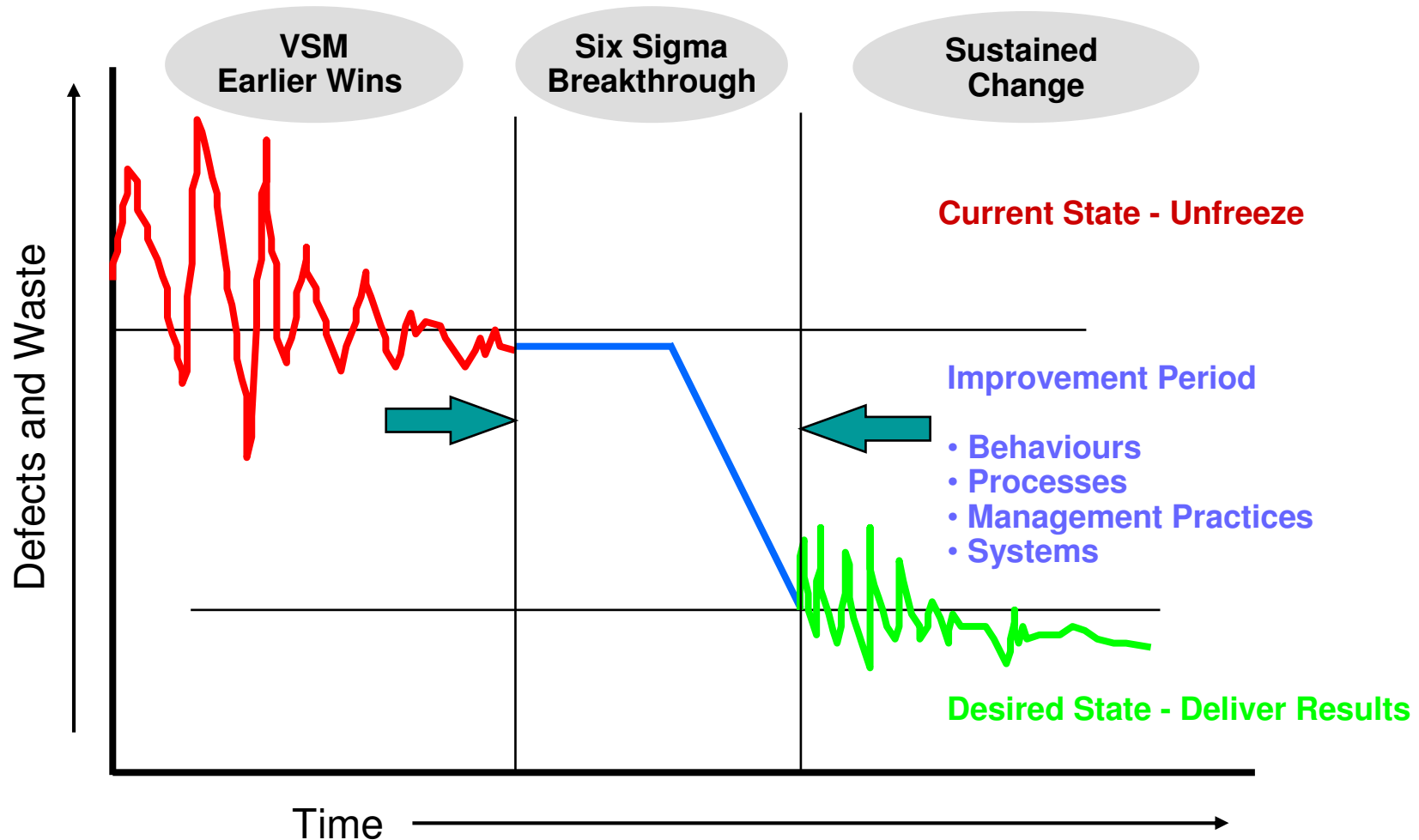
The Strategy 2006



\$4M Investment - Key focus on operations



Breakthrough Roadmap



Six Sigma Gains are Accumulated One Project at a Time



3

- The People
- Toolkit



The People

ENERGISE AND ENGAGE

2005 Culture

- Pushback on targets
- Quick Fix
- No Improvement roles
- No need to improve
- No Training
- No Project Methodology

2006 Platform

- BBX Team & Strategy
- Restructure -
Operations Director
- Road show
- National Conference
- Change Management
- Performance
management
- Training
 - 200 Green belts
 - 12 Black belts
 - 60 Project Mgt
- Results

2007 Breakthrough

- Expand the capability
into all areas of the
business
- Continued employee
capability development
to achieve continuous
step improvement and
process innovation
- Performance based
culture delivering
stretch targets
- Value driven
behaviours

Accountability



The BBX Toolkit

Project Management Office

Do the right projects - Do the projects the right way

**Six Sigma
DMAIC**

**Change
Management
Workshops**

**Project
Management
and
Handbook**

**Balanced
Scorecard**

**VSM
XeP³**

**Problem
Management**

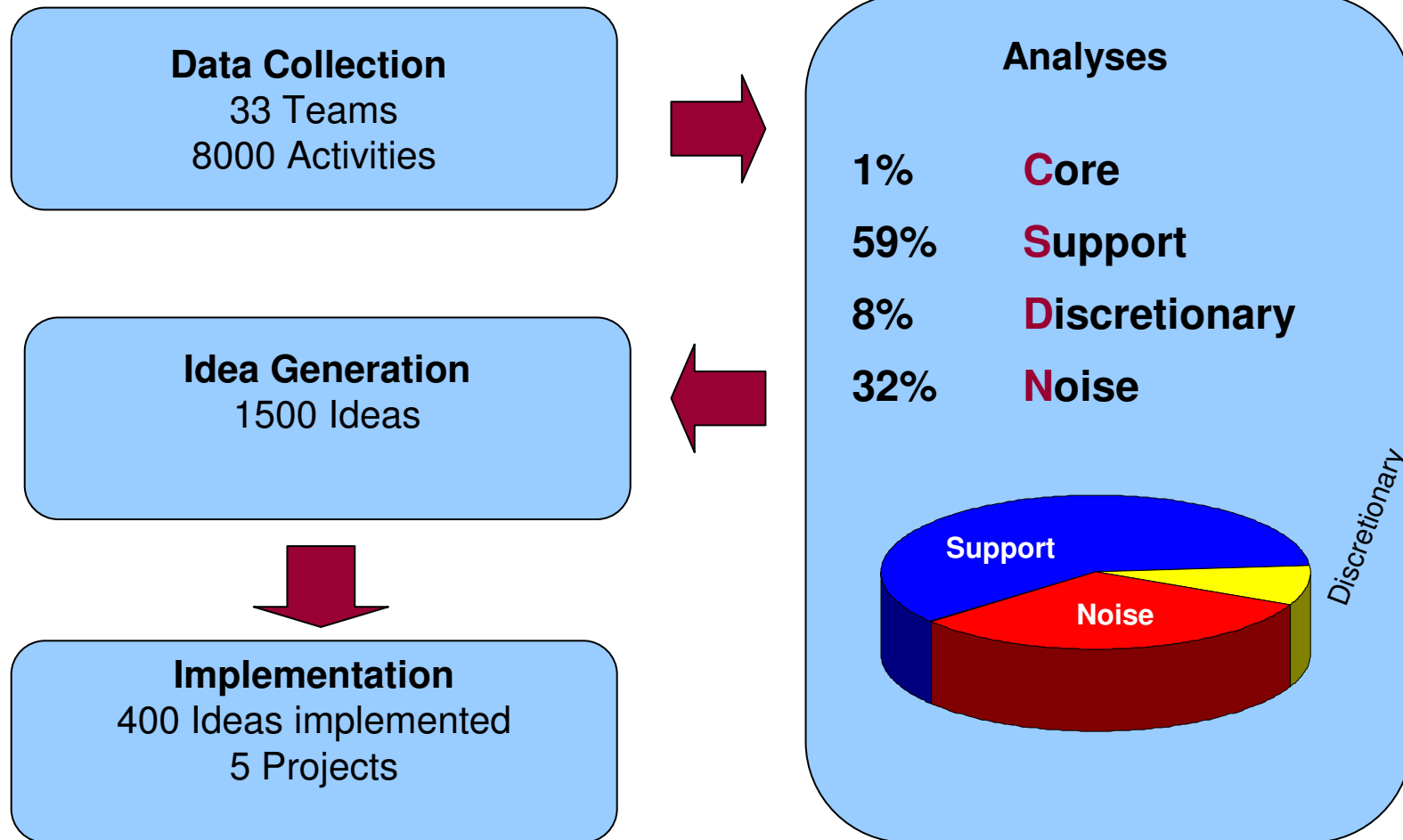


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- Case Study - XeP³
- Beresfield Results



Beresfield XeP³ Case Study



Quick Wins and Project Based Improvement



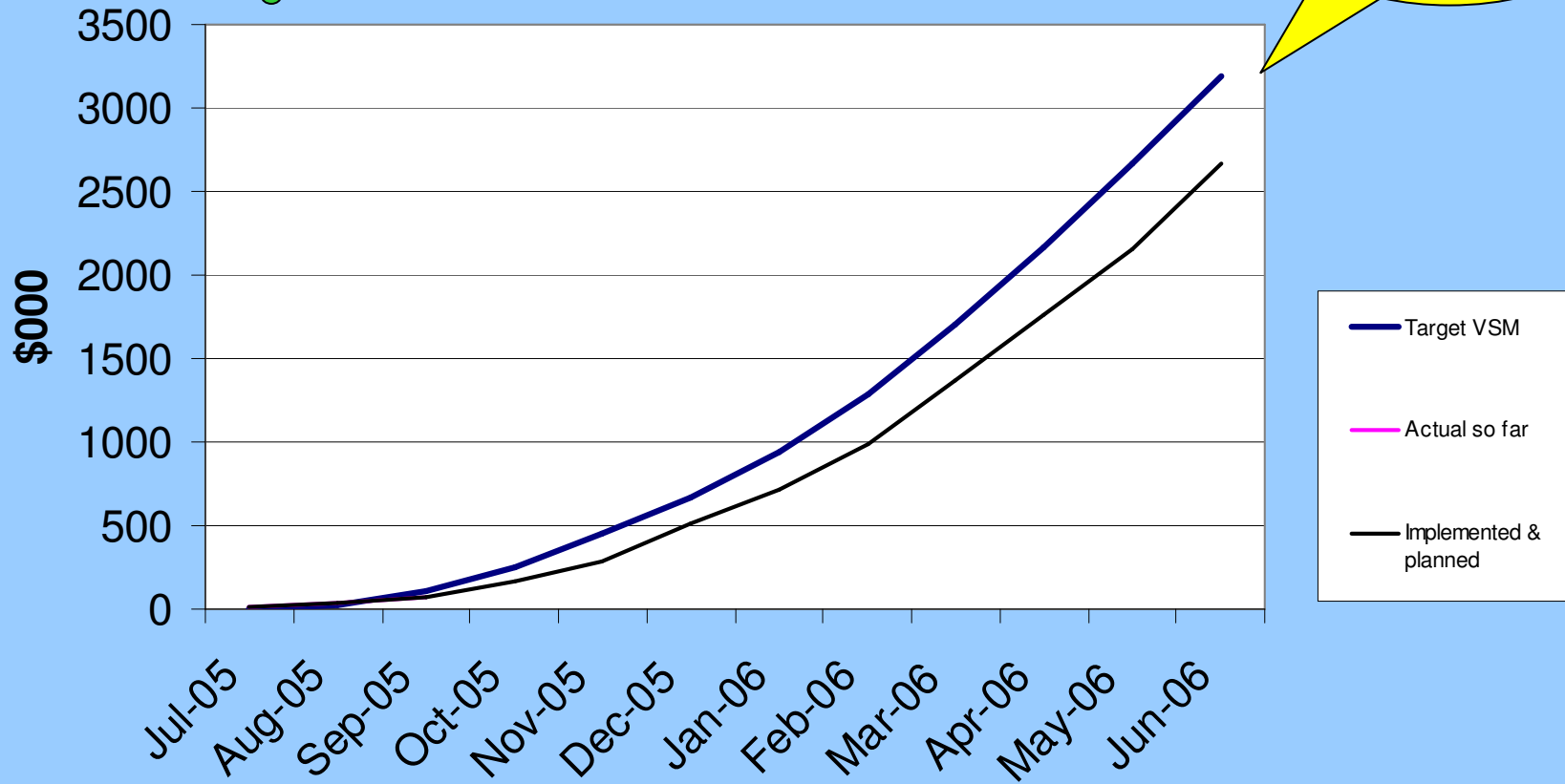
Beresfield Results



**FTE
Reduction
86**

Beresfield VSM Project Savings

**\$3m FY06,
\$5m
annualised**





5

- Learning's and BBX Results
- Expanding to all Functions



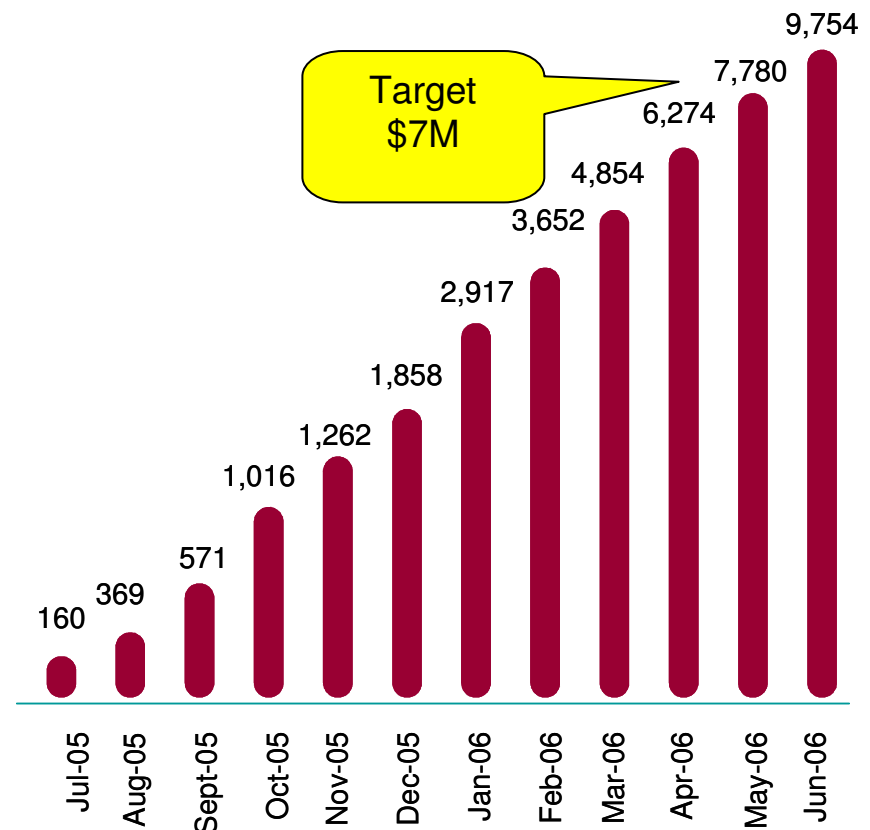
BBX Outcomes



Learning's

- CEO Driven
- Strategy – Must have one
- Budget – Must have one
- Targets – Must be hard wired to performance objectives
- Must be disciplined, don't lose your focus when it gets tough
- Communication – can never do enough
- Buy In – Must have it, people must own the targets
- Celebrate success

BBX Result



There Is No Easy Way!



What's next



Continue

Operational Excellence

Successfully give customers a product with a low price and hassle-free service.

Operations Strategy

To improve operation efficiency and cost reduction

***Broaden
Scope***

Enabling Strategy

F4 :Transactional decision
Support

+

Customer Strategy

S3: Product Complexity &
Sales Force Effectiveness

\$20M Improvement Target FY07