



En digital plattform för global framgång - vikten av ledningens engagemang i digital transformation

Föreläsare



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Vårt erbjudande





Seco

Made for Makers

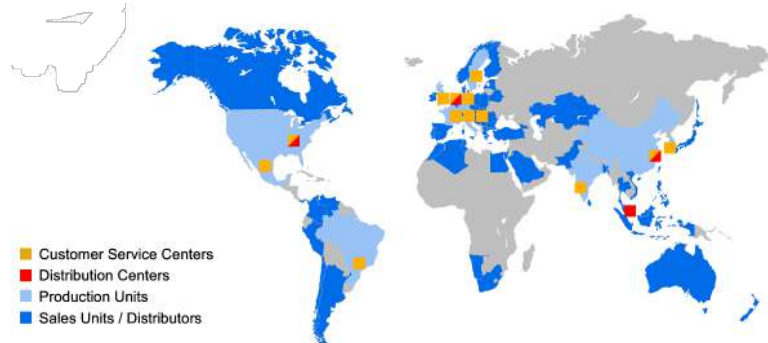
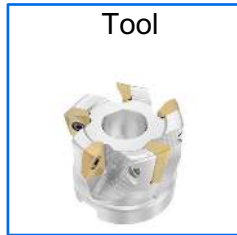


Seco

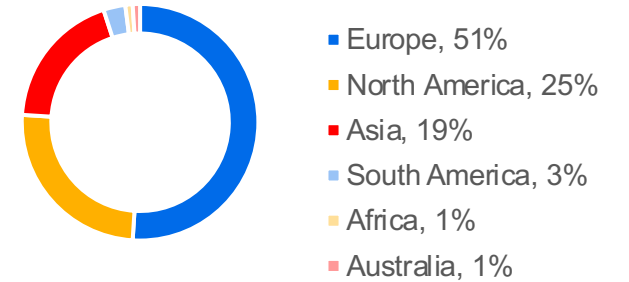
Made for Makers

In brief

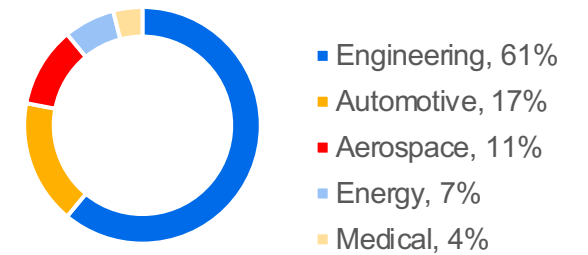
- 75 countries
- 3900 employees
- Men ~80%
- Women ~20%



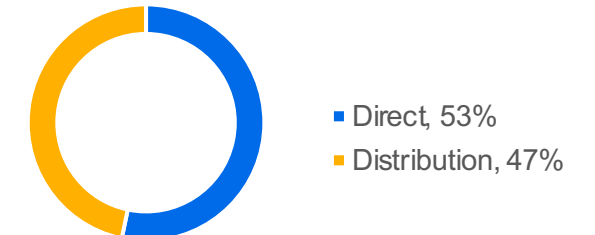
Revenues by market area



Revenues by customer segment



Direct / Distribution





Seco 2021–2025 strategic targets



Sustainable in everyway

Considered as one of the sustainability role-models in our industry

Increase circularity

By driving the shift to a circular economy & becoming 90% circular by 2030

Reduce climate impact

Our climate goal is to reduce our CO₂ impact by 85% to 2030

Safety first

Zero harm as our employees are our most valuable resource



The key to our success

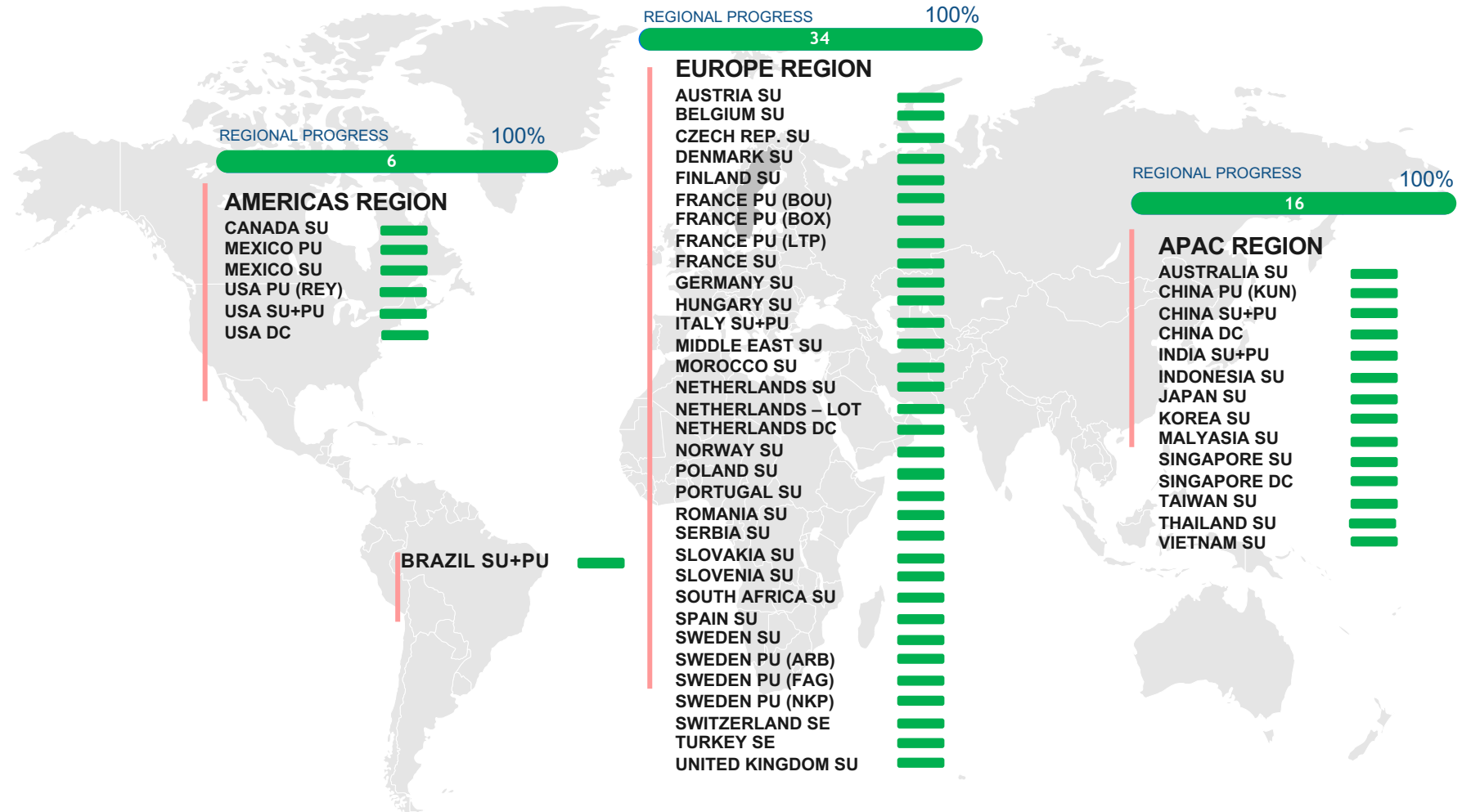
Seco Way of Working



Scope

The largest admin initiative in Seco history

- 2014-2023
- +50 sites in 40 countries
- 25 projects
- 16 Project Managers
- +300 Project Members
- 4000 impacted employees
- Fully virtual projects during the Covid pandemic





Seco Way of Working

Why

Develop our business

- Enable digital
- Harmonize and simplify business processes
- Support sales efficiency
- Share best practices

Reduce problems and risk mitigation

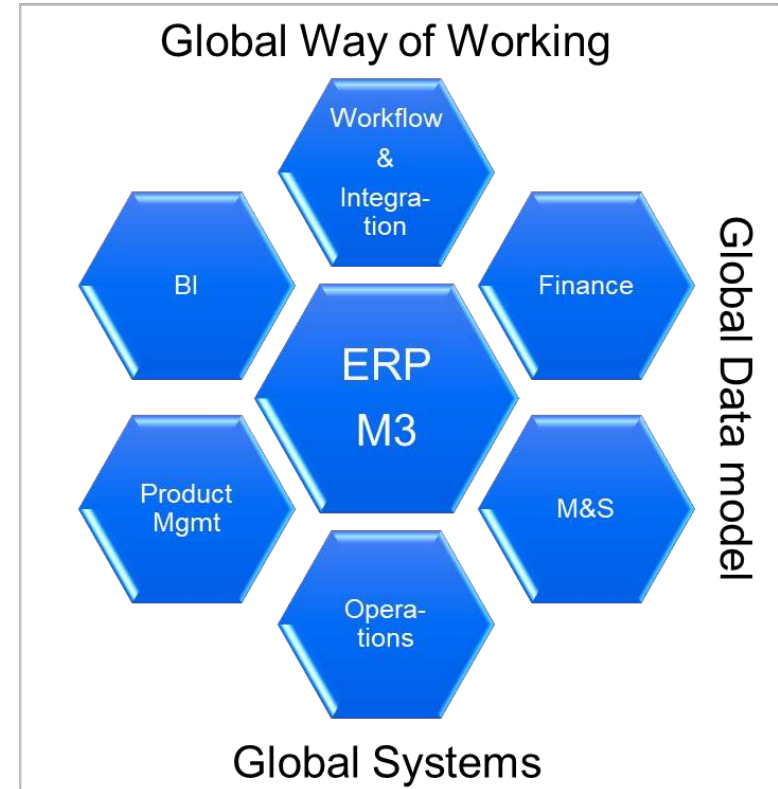
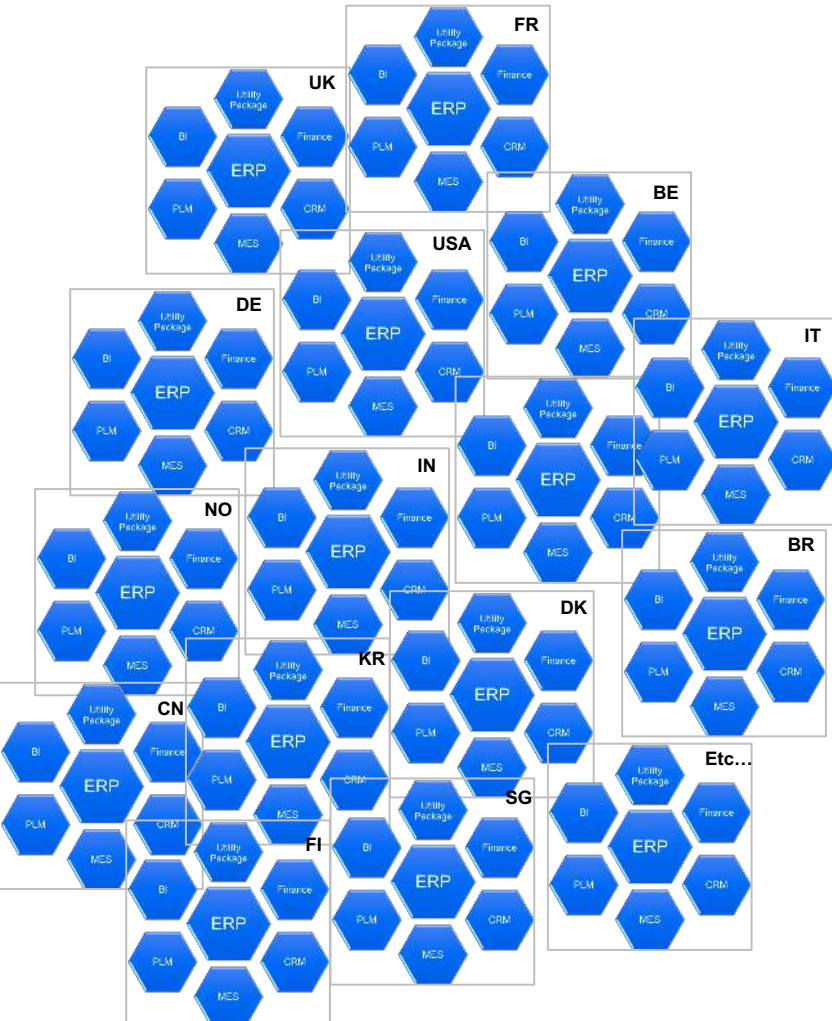
- Reduce broken promises
- Reduce IT-related risks





Seco Way of Working

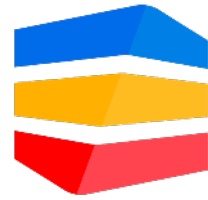
From a federation into ONE Seco – Utilizing ONE Global Template





Seco Way of Working

Targets

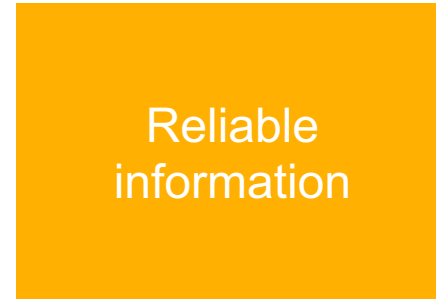


Seco

Made for Makers

2024

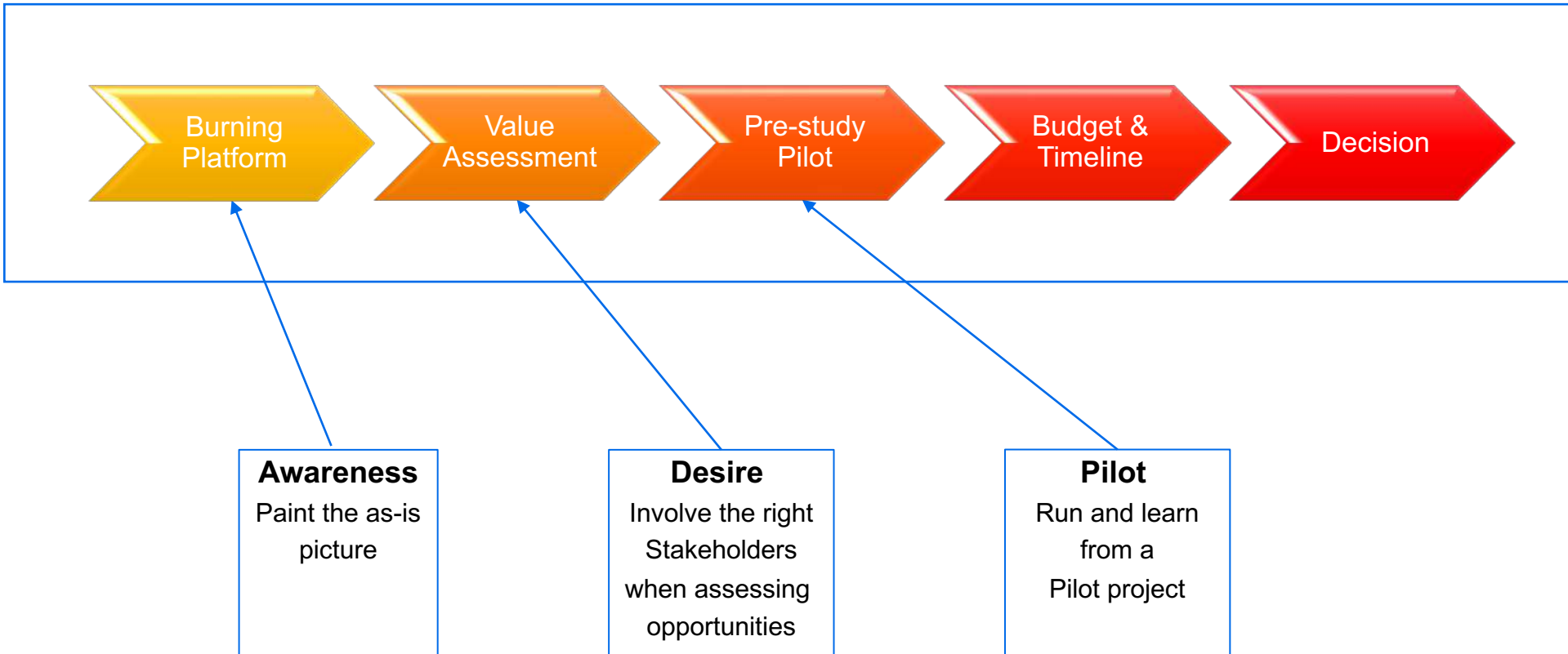
Three fundamentals supporting the program to transform Seco from a federation into ONE Seco



2014



Creating the initial GO





The power of top Management Support

The program will drive a common way of working.

A key initiative within Seco.

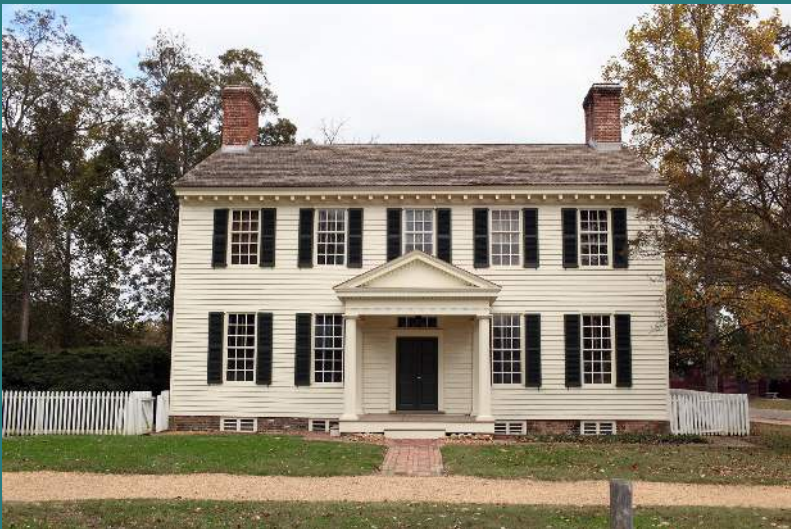
I see SWOW as a prerequisite for our Digital transformation. Ensuring that we get the highest attention from the entire company SEM will act as steering committee.

Address Broken Promises & enhance customer experience.

Statements from our former CEO Lars Bergström



We set the foundation for the future



The challenge

Going from

- Experts that had worked in the same systems for 20+ years system
- The individual entities had tailored the systems to fit their specific needs
- Cultural differences in the different rollouts

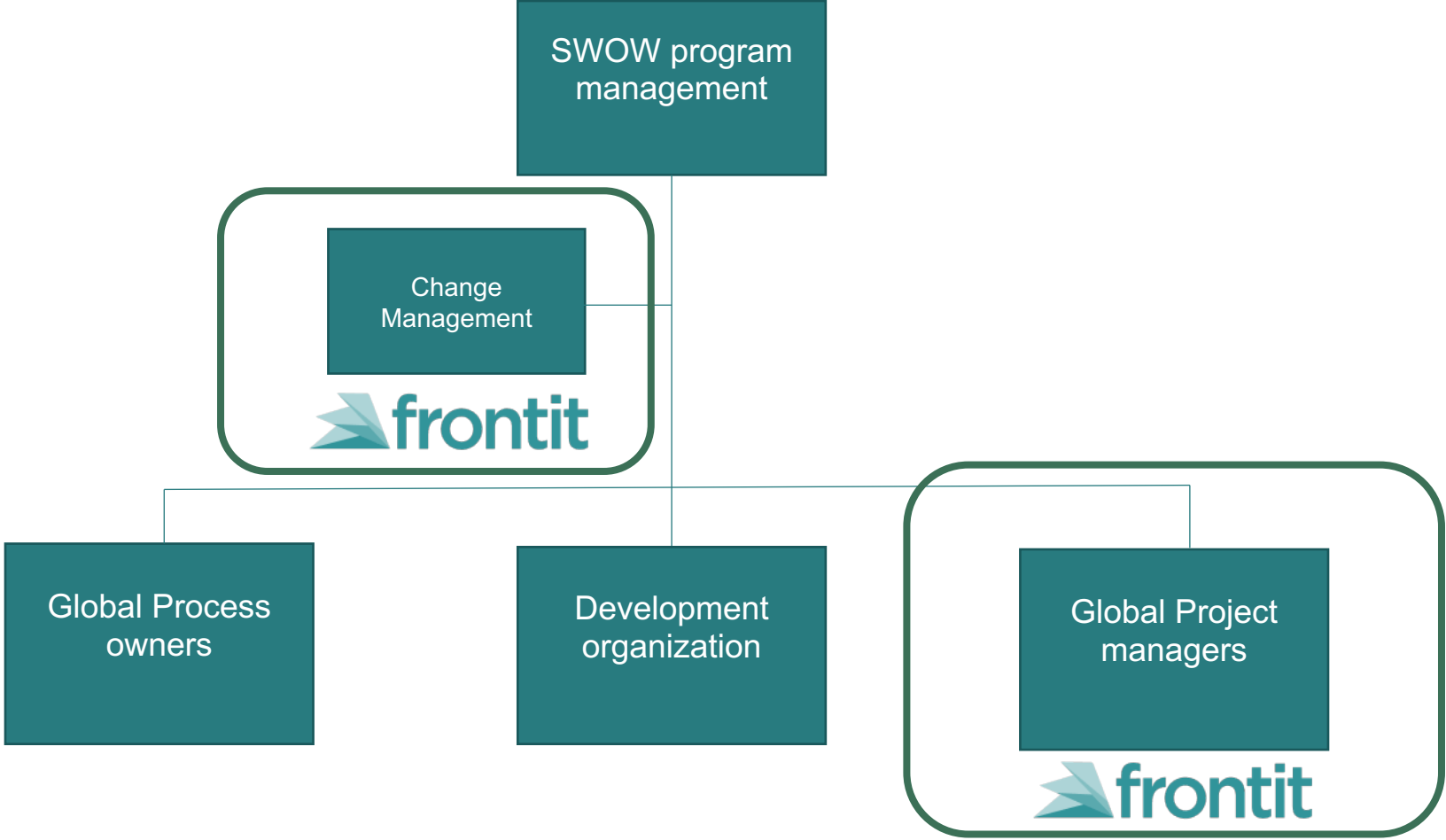


Going to

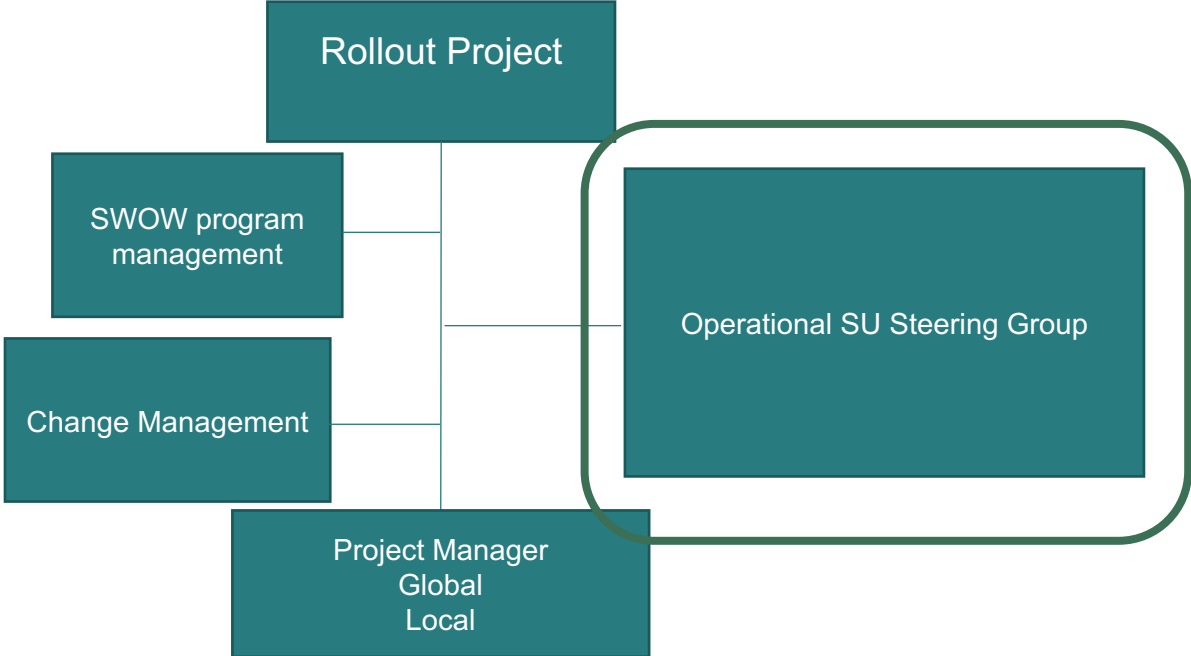
- New modern systems to work in
- Globally adapted process



Organization for program



Organization for rollout project



Change management	Production	Customer Service	Procurement	Quotation	Logistic	Pricing	Finance	Sales	CRM
Local resources	Local resources	Local resources	Local resources	Local resources	Local resources	Local resources	Local resources	Local resources	Local resources
	Outside Expert lead	Outside Expert lead	Outside Expert lead	Outside Expert lead	Outside Expert lead	Outside Expert lead	Outside Expert lead	Outside Expert lead	Outside Expert lead
	Global Process owner	Global Process owner	Global Process owner	Global Process owner	Global Process owner	Global Process owner	Global Process owner	Global Process owner	Global Process owner



Seco Way of Working

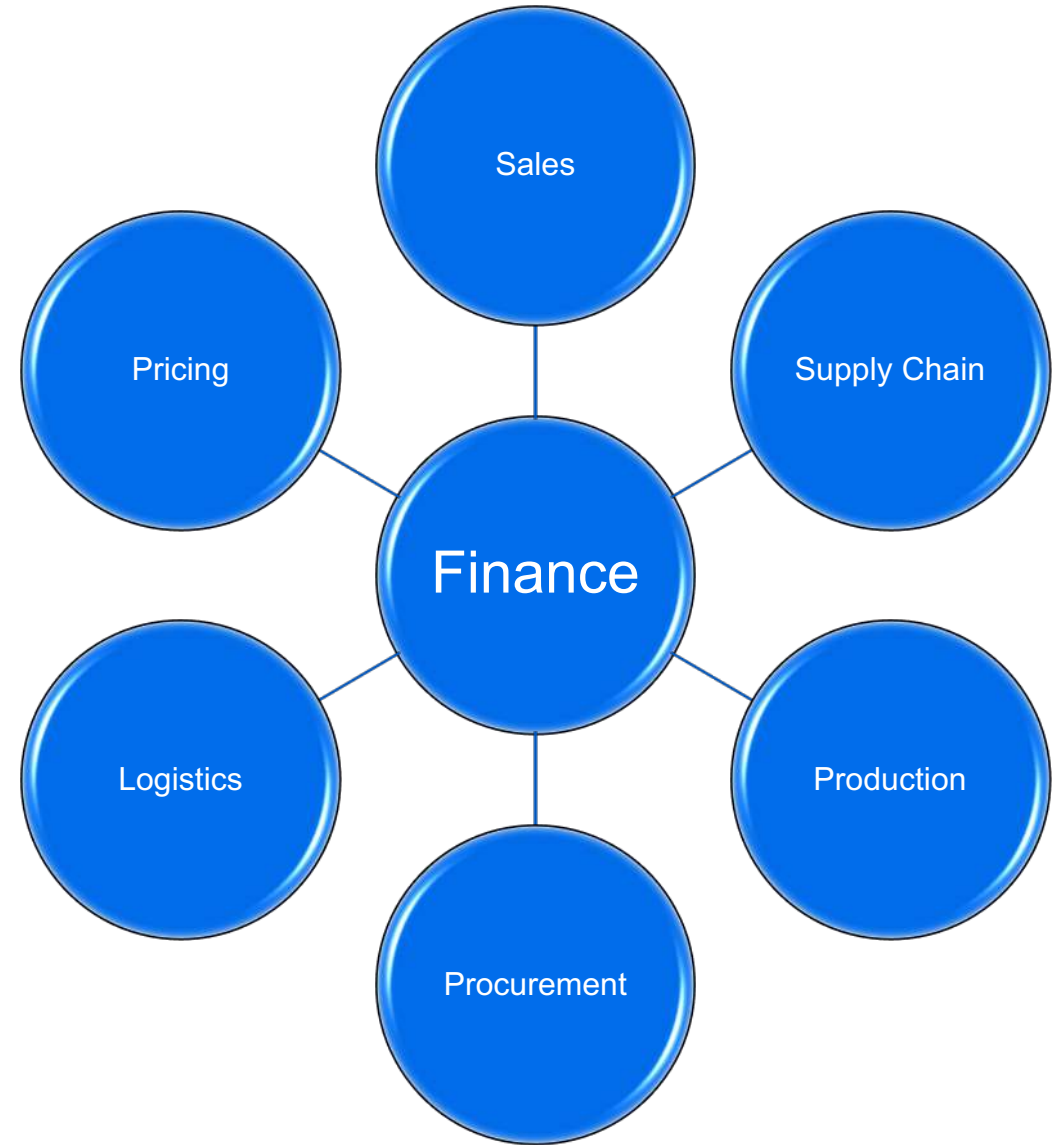
Internal cooperation

Internal cooperations is key

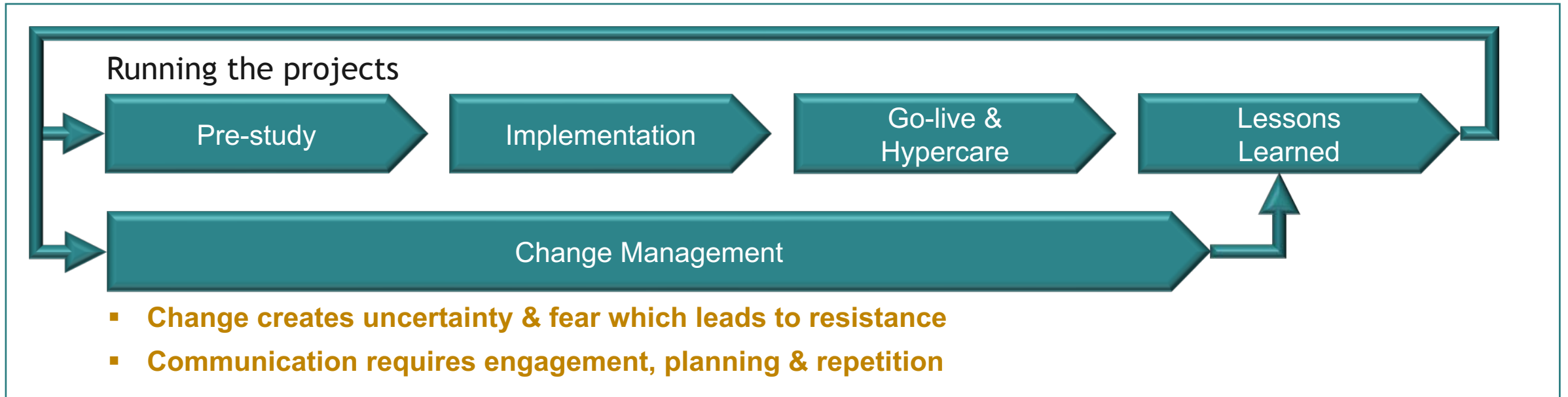
- Processes have multiple touch points
- Changes have wide impact

Global solutions with local impact

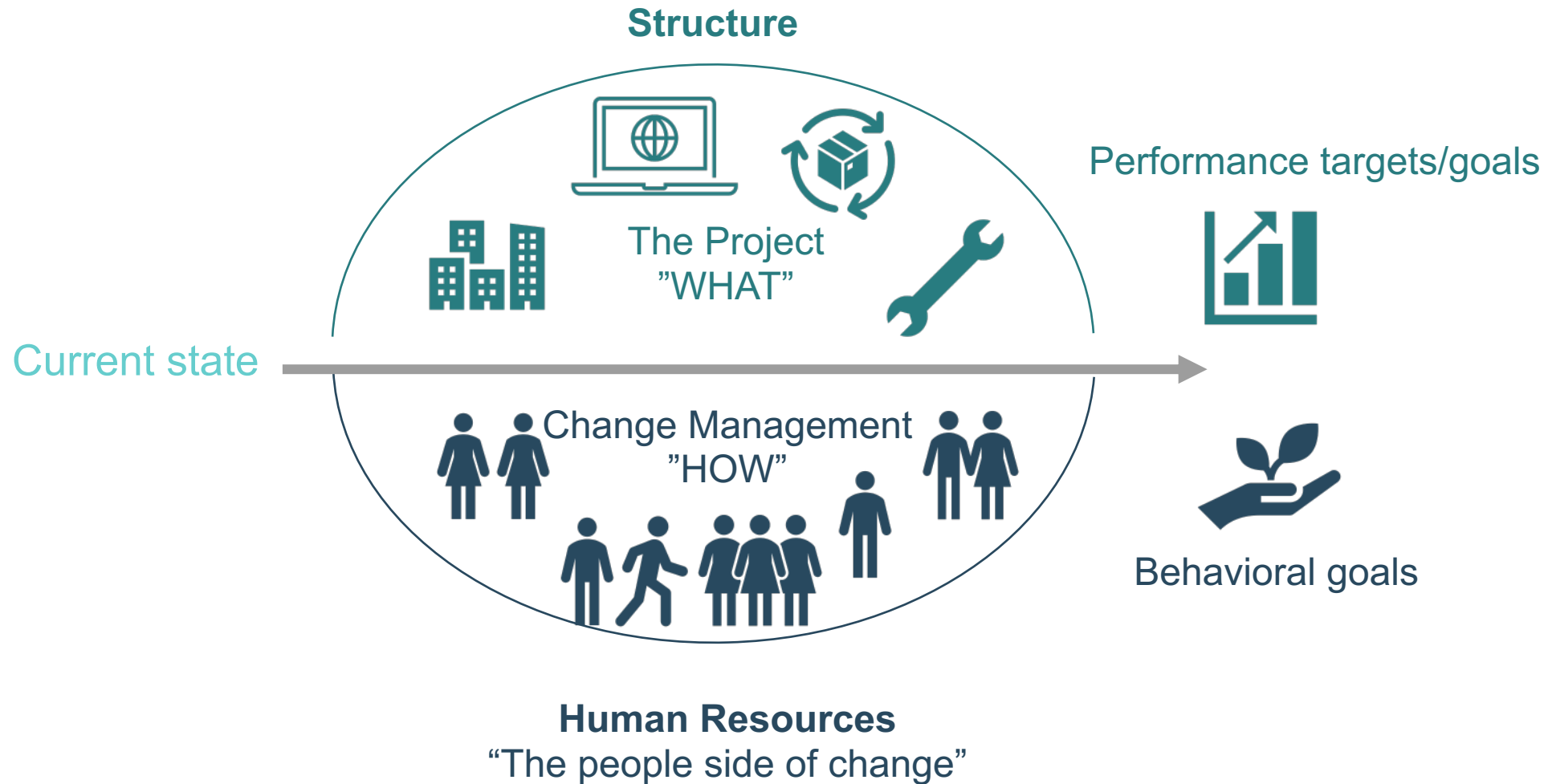
- Need to consider
 - Legal requirements
 - Praxis
 - Local & regional Culture



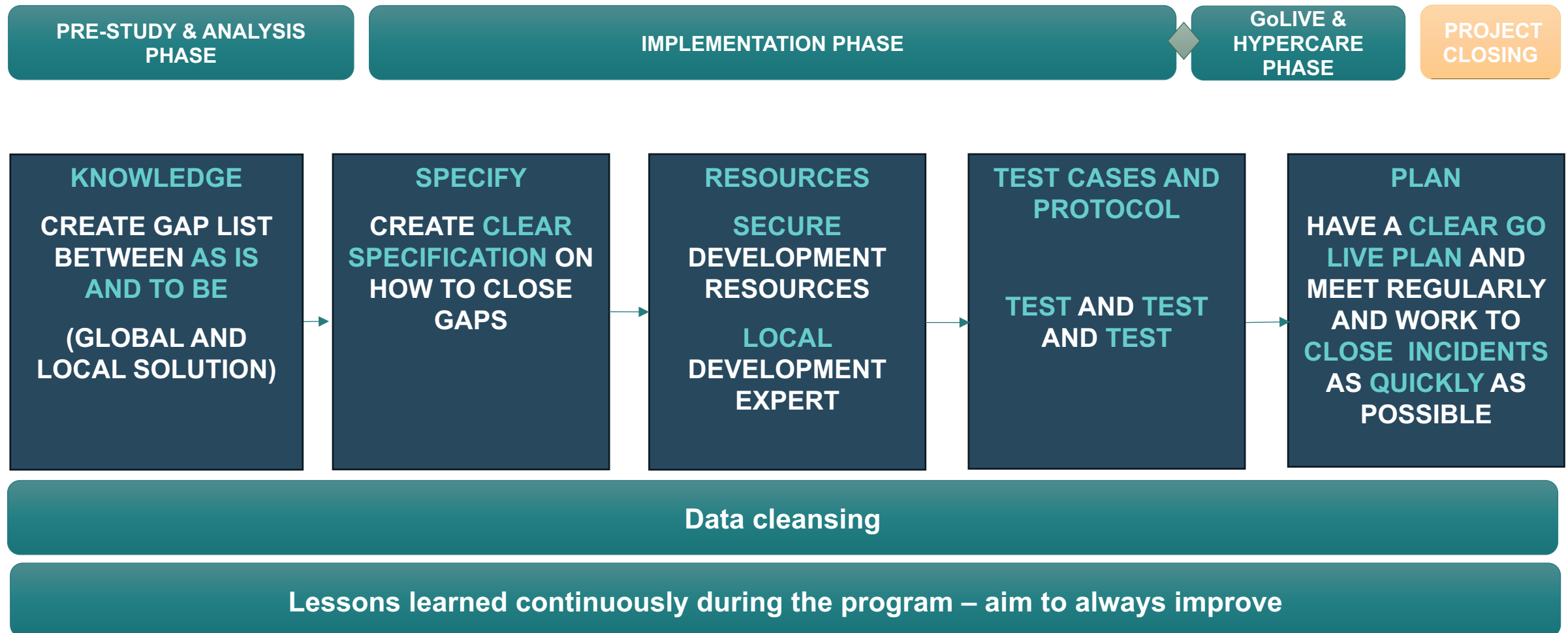
The project overview



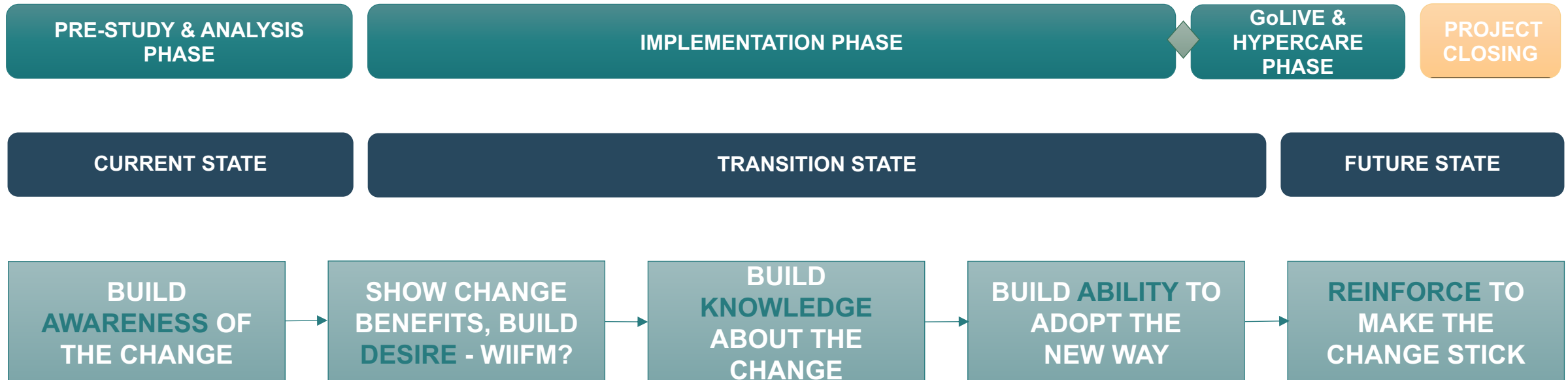
Two perspectives



A roadmap to achieve technical PROGRESS and success



A roadmap to achieve CHANGE PROGRESS and success



Seco Way of Working

Business value & Key success factors



Deliver business value & Key success factors

- Higher **Information quality**
- Increased **Business agility** due to globalized processes
- **Information Transparency**
- **Global Collaboration**
- ONE global platform for continued **Digitalization**
- Support from **TOP Management**
- Dedicated & skilled **Team members**
- Evolving **Change Management**
- **Improving** the project process





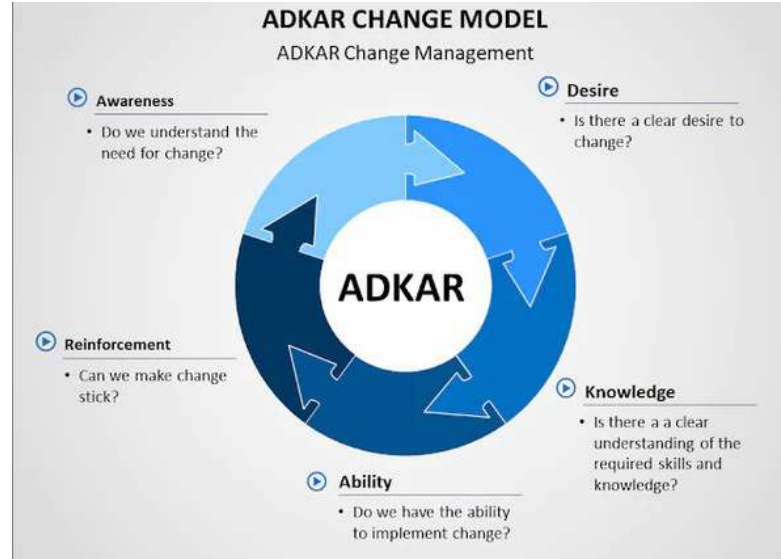
Change management = Key to success

Use a dedicated change manager



- Train the CM team
- Ensure the RIGHT ownership

Select a standard concept (ADKAR)



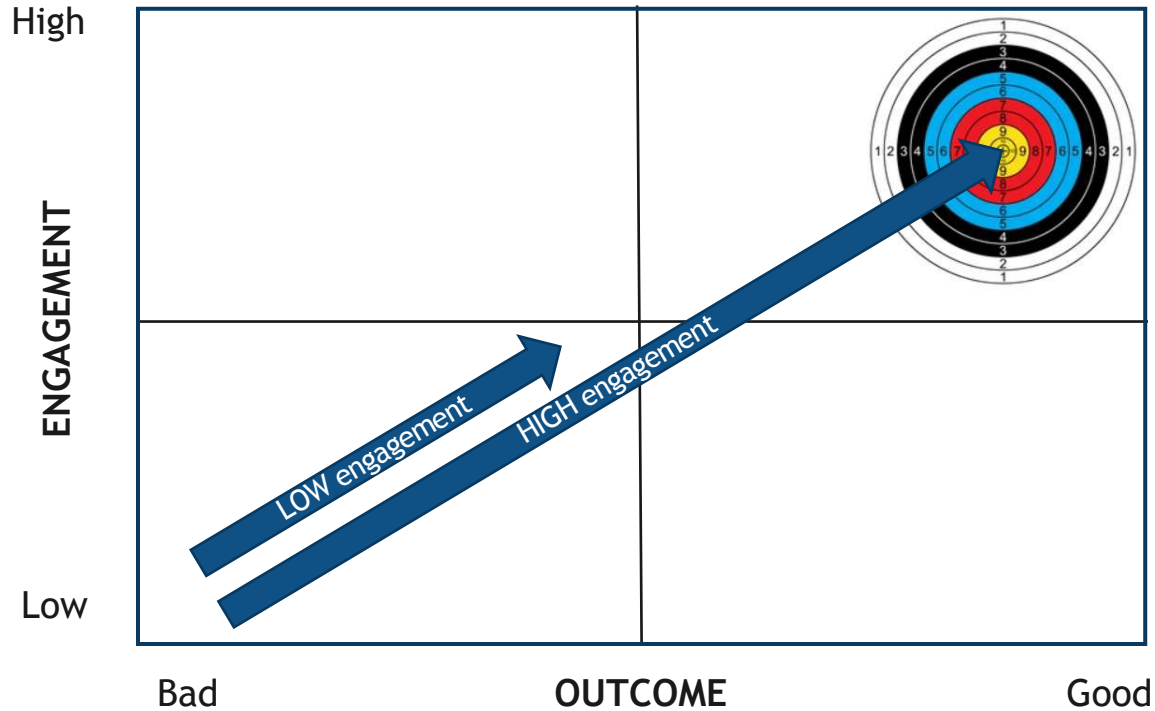
- Repeat your messages
- Measure ADKA(R) as part of the project

Onboard global & local management





SWOW – Lessons learned



For Management - Ensure to have

- A separate management kick-off
- Clear role descriptions
- Well defined Expectations
- Have a strong local Project Manager
- The project & CM part of local mgmt. meetings





SWOW – Lessons learned



A repetitive process is needed

- Measure data quality
- Clean master data
- Extract & structure
- Insert via APIs
- Validate





Future projects

Reusing the winning concept

- Project process
- Budget templates
- Change Mgmt – Bring all onboard
- Go-live planning & Hypercare



Key takeaways project and change management

1

Secure resources

- Time with global team and local resource
- Dedicated change manager & local project manager

2

Use standard test cases and develop new one only for what is specific for the new rollout

3

Get knowledge on how the old process works and what requirements are a critical to go live

Föreläsare



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Vad händer nu?



Imorgon:
Utskick till deltagarna

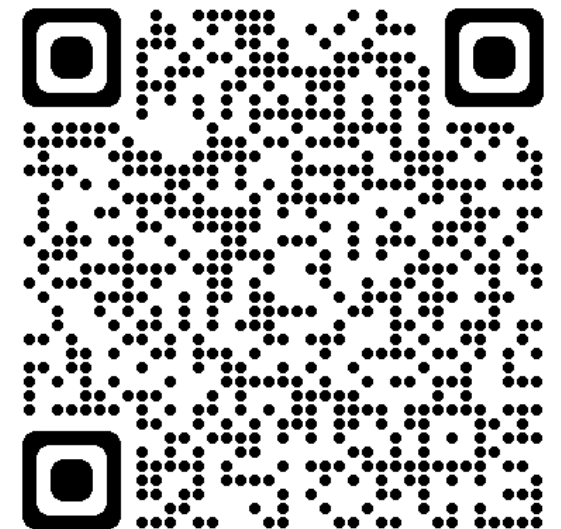
Presentation
Inspelning
Utvärdering



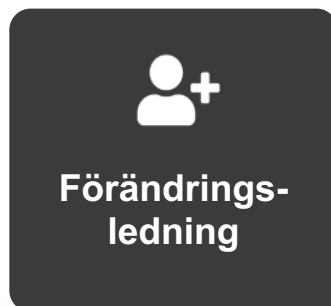
14/5	Stockholm	Förändringsledning - uppnå effekt i dina projekt
15/5	Örebro	Ledarskapsevent
23/5	Eskilstuna	Strategiskt vs operativt ledarskap
30/5	Västerås	AI för projektledare



Augusti/September nästa webinar:

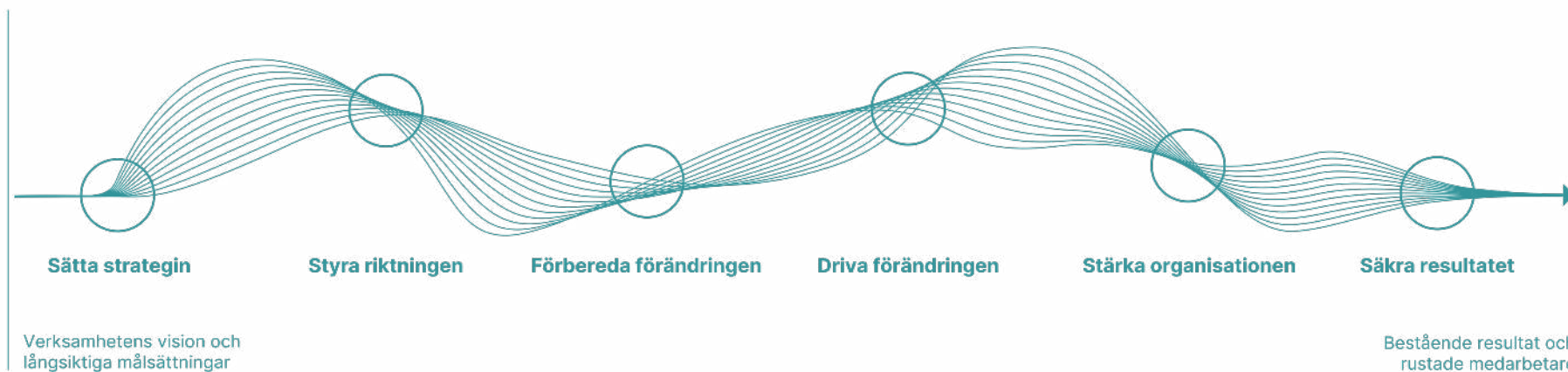
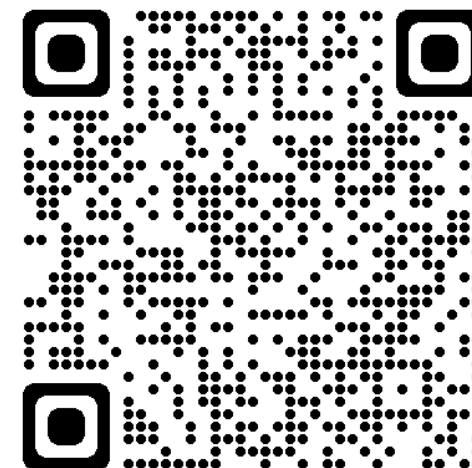


Hur kan Frontit hjälpa er?



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**Vi växer
i hela
Sverige.**



Sundsvall
Gävle
Uppsala
Västerås
Stockholm
Örebro
Eskilstuna
Norrköping
Linköping
Göteborg
Helsingborg
Malmö

- Vi behöver bli fler på alla orter!
- Känner du någon som skulle passa på frontit?
- Tipsa om: jobb.frontit.se

Frågestund

