


50+ countries
100,000+ employees
1 fully integrated ERP system

Planting the Seeds of ERP Knowledge



An Agribusiness Company Prepares for a Global Paradigm Shift

Much More Than an IT Project

Running a diversified, global agribusiness brings many challenges, especially when you need to view the entire enterprise as a single organism. When we began a global initiative to implement an integrated ERP solution across the organization, our executives quickly learned that this was not a simple technology upgrade. The pace of implementation moved slower than planned, and costs began to exceed projections.

It became clear that we needed to better prepare the organization for the significant paradigm shift that would be required at all levels in order to operate the business in a fully integrated ERP environment. We knew that Advantage Performance Group had the expertise to help us successfully navigate the transition.

“ Advantage worked with us to deliver a business simulation that helps put into context how to run a business on an integrated ERP platform. The program provides a reality check on the assumptions people have about the ERP journey. ”

– Director of Training, Global Agribusiness Organization

Accelerating the Learning Journey while Building Critical Knowledge

Advantage worked closely with our business units, IT, and functional leadership to determine the best way to build strategic understanding and prepare business unit leadership for the transition. The end result was a custom, two-day business acumen simulation that challenges business unit leaders and their senior leadership teams to run three lines of business before, during, and after implementation of a fully integrated ERP system. Participants explore the power of what is possible and what is required in terms of discipline and decisions that minimize risk and maintain performance during implementation.

Through a dynamic and unpredictable simulated learning environment, leaders make choices on initiatives important to the business (related to ERP as well as core business operations), and they have limited time to make tradeoffs, solve problems, and take advantage of opportunities. They gain experience managing revenue growth, operating margin, customer satisfaction, and workplace health during the transformation to a fully integrated ERP environment. At the end of the simulation, leaders spend time preparing to go into business readiness planning with our technology group in order to plan the next stages and shape the ERP deployment.



Preparation Leads to Greater Understanding and Better Decision-Making

Senior leaders that have completed the simulation tell us they have a deeper understanding of their role in the success of the ERP implementation and its implications for the future of their business units. They are better equipped with the knowledge needed to understand critical impacts of the key decisions they will face during the implementation and beyond. And IT leaders who attend the program have a greater understanding of the pressures that business unit leaders face when planning for a major deployment. All participants experience the demands of running the day-to-day business while simultaneously planning and executing a critical business initiative. Overall, the simulation has been an excellent way to realize the power of a good ERP implementation and the multitude of impacts.