

Case Study.
Olymel.
Canada.
Agriculture, Food & Beverage.

Developing essential management skills for a successful organisational transformation

Challenge

Olymel is a Quebec-based company and limited partnership specialising in the production, processing, and marketing of pork and poultry meats.

The organisation wanted to improve the performance of its operations to sustain increasing production and ensure compliant and high-quality products.

Solution

Olymel worked with our dss+ Humex experts to develop its forepersons' management skills and behaviours, structure communication rituals, and establish processing standards for the source material:

- Development of the management skills and behaviours of forepersons through coaching
- Training of 4 internal coaches to perpetuate the coaching culture
- Implementation of supervision tours to monitor control points and identify improvement opportunities
- Establishment of regular communication rituals between day and evening shifts
- Creation of focus groups dedicated to problem-solving
- Implementation of a system for tracking and driving productivity

"We have to involve and support employees in their work. The more they are empowered, the easier my job is. It allows me to focus on improving my department."

Sébastien Arpin, Foreman, Evisceration, Olymel



Operational results

- \$7M in savings due to control and standardisation
- \$1.6M in productivity gains



Strategic results

- 119% improvement in management effectiveness
- 17% improvement in management skills
- Proactive approach to solving problems
- Higher team accountability
- Increased employee engagement

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