

Establishing a Lean Foundation to Improve Operations

Food & Beverage Distributor Scale: \$24M Annual Revenue

Adonis Partners helped a food and beverage distributor transform their corporate culture, resulting in cross-departmental collaboration and strong employee morale.



- ✓ Led comprehensive cross-departmental evaluations
- ✓ Attained a 50% improvement in warehouse employee attrition rate
- ✓ Instituted standard metrics and a forecasting model for operational precision

1.4M

Cost Savings from
16 Certified Green Belts

50%

Improvement in Warehouse
Employee Attrition Rate

36

Point Decrease in Overtime
at Primary Warehouse

This ethnically focused food and beverage distributor is known for their work with vendors that serve the community with dedication and passion. They faced a culture of siloed teams, lacking inter-departmental communication for fear of encroaching on another's domain. Partnering with Adonis, their aim was to establish a new corporate culture, transforming from the current emulating model to the Socratic teaching method.

Adonis' expert consultants stepped in and conducted comprehensive Green Belt training for all department heads, managers and supervisors. The training was complemented by process mapping Kaizens to identify inefficiencies and promote group learning. By facilitating cross-departmental reviews, Adonis helped shift the company's culture to a collaborative environment. To further enhance operations, a forecasting model was introduced and a Metrics library helped define KPIs. A final step was to level-load demand requirements to create stabilized flow through the warehouse.

These efforts yielded significant improvements from the operational level to the company's culture. Key initiatives resulted in 16 certified Green Belts delivering nearly \$1.4M in cost savings, along with the reduction of warehouse employee attrition by 50%, and a 36 point decrease in overtime at a primary warehouse. Each strategic improvement drove operational efficiency while cultivating a synergy between departments.