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Quality Manager
Lindab Profil A/S
Tonny Lunø

SUCCEES WITH PERFORMANCE MANAGEMENT

Lindab Profil has put away the heavy binders and changed it into an electronic performance management solution which to a higher extent than earlier guarantee overview, insight and especially united approach concerning strategic targets in the organisation.

Lindab Profil produces tiles, gates and wallboards made of sheet metal, furthermore they market a gutter system produced by a sister company.

Primarily, the products are sold in Germany, The Netherlands and Scandinavia, and one of the characteristics of the organization is that they always have a great number of improvement projects in progress.

So far, it has been difficult to maintain the overview and exactly control the objective for each employee and department, but the electronic performance management solution VisionPoint definitively is definitely the answer to this challenge.

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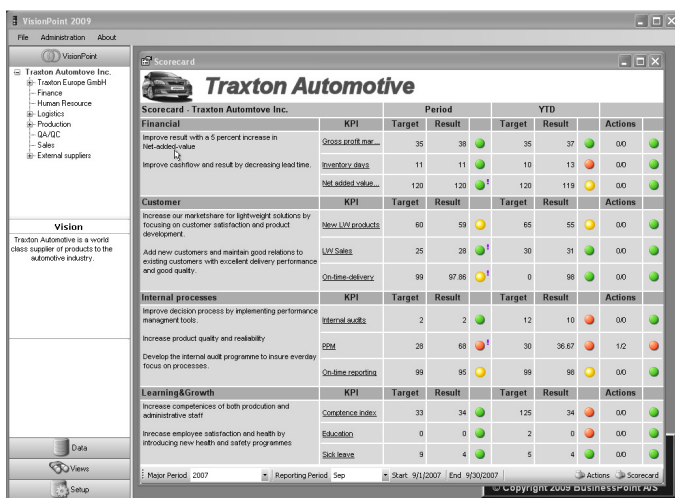
The fact that we have even been able to eliminate the many paper reports is just an extra bonus.

VisionPoint has definitely contributed to a better overview, more holistic thinking and more transparency enabling us to react quickly to market changes says Quality Manager Tonny Lunø at Lindab Profil A/S



SIMPLY BEAUTIFUL

VisionPoint provides a better understanding of how any organization performs, strategically and on a day-to-day basis. The simplicity of VisionPoint makes it possible for non-specialists to use the tool. VisionPoint is developed by BusinessPoint and was implemented at Lindab with a local implementation partner.



Lindab Profil works with detailed plans for strategic initiatives and action plans for each KPI.

VisionPoint has been applied across the organization which has given a high degree of consistency in the reporting and follow-up on improvements and KPI targets.

Demodata

VisionPoint is an efficient and very simple solution which in the Lindab case has been applied from top-level to project and department level, visualizing strategy and KPI's across the organization.

The management model is often called Balanced Scorecard and the idea is that improvements and initiatives should be driven by specific KPI targets which are broken down from top-level to the operational units in the organization.

This provides a unique strategic overview and detailed information about performance, while keeping focused on executing the agreed strategy.

"We were previously caught up in the classic situation where no one knew which spreadsheet and figures were correct and updated.

Now we have one common portal where management has all information at hand in order to monitor if targets are reached or not.

Besides we have implemented improvement plans combined with coaching and review meetings with the responsible employees to keep up the execution of the agreed improvement initiatives. Our employees are involved in describing efficient

responses to challenges that arise. This has given a lot of commitment to our performance thinking.

The organization has taken a giant step with VisionPoint which is now a very important strategic management tool." says Tonny Lunø.

The top-level KPI's are defined once a year and is a part of the "From Good to Great" principle that Lindab has applied. The vision is that Lindab Profil wants to be the "World leader – in Denmark"

"The vision statement is of course humorous, but it helps us keeping strictly focused on running an efficient business. VisionPoint is about exactly that; keeping focus on the things we know is important to achieve our overall goals.

The local implementation partner has used VisionPoint to port the management system from a paper based system to an electronic platform without losing focus on our strategy and goals.

This means that we now have a genius tool that has been accepted with applause in the Danish organization and the subsidiaries abroad" says Tonny Lunø.

The Lindab-group employs 4,942 people in 29 countries with a revenue of 7,609 million SEK in 2006.

In Denmark, Lindab employs 600 people of which 140 are working in the Profile business.

Read more on www.lindab.dk