Hi everyone,

My topic of choice is *Institutionalize the Improvement of Daily Work.*

The McKinsey article, *“How Continuous Improvement Can Build a Competitive Edge,”* highlights the importance of embedding continuous improvement (CI) into the core of an organization to stay competitive. It emphasizes that CI not only enhances agility and adaptability but also drives innovation by allowing companies to respond swiftly to market changes. One of the key points is leveraging digital tools to enable real-time data analysis, which helps scale and optimize CI efforts. The article also underscores the role of leadership in driving these improvements and ensuring that CI becomes a lasting part of the organization’s culture, not just a temporary initiative.

On the other hand, the PMI article, *“How to Institutionalize Improvements in Your Organization,”* offers a more structured, step-by-step approach to making CI part of the daily workflow. It suggests regular reviews of performance, prioritization of key issues, and assigning accountability to ensure improvements stick. Importantly, the process must be repeated consistently, every six months, to sustain the momentum of change. Like McKinsey, PMI stresses leadership’s role in fostering a culture of accountability and continuous improvement.

In my opinion, McKinsey’s emphasis on using digital tools to scale CI is the most critical point. In today’s fast-paced, technology-driven business environment, having the ability to track, measure, and implement changes in real-time gives companies a major competitive edge. This, combined with leadership commitment, ensures that improvements are both sustainable and scalable. I also have been going through a transition of this type on my current job with Frito-Lay. We had an old system, lovingly called the Brick, because the device was as heavy and as appealing as a brick. That said, during the last 3 years the company has invested in apps and newer technology to continue to improve. This translates to every other company of the parent company PepsiCo, starting to adapt with the rest, such as Tropicana, Quaker, Celsius and the rest of their massive portfolio.

<https://www.pmi.org/learning/library/institutionalize-improvements-organization-4604#:~:text=How%20to%20institutionalize%20improvements%20in%20your%20organization%201,7.%20Repeat%20Steps%201–6%20Every%20Six%20Months.%20>

<https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/the-organization-blog/how-continuous-improvement-can-build-a-competitive-edge>