



PROPEL

Management Development Programme for the Seafood Industry



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“Problems cannot be solved at the same level of awareness that created them”.

Albert Einstein



About the Programme

The Irish seafood sector operates in a dynamic global environment. Ireland's export dependence means that macro economic factors have a significant impact on the livelihoods of Irish fishermen, aquaculture producers and seafood processors.

The industry has evolved over the last 10 years. To survive in the industry all stakeholders must continue to adapt how they do business to meet the ever changing needs of customers and consumers. An agile business is one that can adapt to a volatile operating environment and changing market conditions.

BIM's Propel Programme is a management development programme which will provide a platform to develop and support industry management. The programme is targeted at senior management within the seafood industry and aims to give them the tools to create and maintain stable, sustainable and profitable businesses.

This programme will offer a holistic approach to the development of individuals and companies, achieved through a range of supports, education programmes and advice.

Programme Structure

Each participant on the Propel programme will benefit from a Business Diagnostic Session with BIM and its strategic partner Grant Thornton.

The diagnostic session will provide an in depth analysis of challenges unique to each individual business focusing on six core areas:

- Finance Transformation;
- Operational Excellence;
- Strategic Support;
- Innovation;
- Sustainable Development; and
- Skills Development.

Following the diagnostic review each participant will receive a bespoke report detailing areas where they can enhance their performance across four main areas:

- People;
- Processes;
- Systems; and
- Environment

In addition the programme will run a number of group workshops to facilitate peer learning around key challenges facing the industry.

Programme Overview

Core areas to examine and understand

Finance Transformation

Do you have money tied up in your business that could be released through improved working capital management?

Operation Excellence

Is there waste in your production process that could be eliminated?

Strategic Support

With market conditions changing at a rapid pace do you have a clearly defined strategy for growth?

Innovation

Have you looked at opportunities to create value at every stage of the supply chain?

Sustainable Development

Do you fully understand the business case for sustainability?

Skills Development

Are your staff skilled to take your business to the next level?

Work stream	Sample areas to address
Finance Transformation	<ul style="list-style-type: none"> Is finance function integrated into your business? Are there opportunities to free up cash flow by enhancing your working capital position? Could your business develop a more structured approach to decision making?
Operational Excellence	<ul style="list-style-type: none"> Are there opportunities to eliminate waste through lean methodologies? Is your operating model designed to execute your strategy? Are your people, processes and technology aligned to meet strategic objectives and ensure business success?
Strategic Support	<ul style="list-style-type: none"> Is your strategy fit for purpose? How well do you measure your performance against strategic goals? Can you quantify the cost benefit analysis of your investments?
Innovation	<ul style="list-style-type: none"> Have you looked at opportunities to create value at every stage of the supply chain? Do you want to build a process to solve problems and stimulate growth?
Sustainable Development	<ul style="list-style-type: none"> Do you have a sustainable sourcing policy? Do you fully understand the business case for sustainability? Have you considered the impact your business has on environmental and social sustainability?
Skills Development	<ul style="list-style-type: none"> Are your staff skilled to take your business to the next level? Have you considered succession planning for your business?

How to Apply

Bord Iascaigh Mhara and Grant Thornton are now welcoming applicants from all sectors of the seafood industry to join our Propel Management Development Programme.

Spaces on this programme are limited to 12 companies in 2018. The application process is outlined below:

- 1. Complete the online application form available at: www.bim.ie/propel**
- 2. Applications are assessed by our team and a shortlist is compiled**
- 3. Shortlisted companies may be called for interview prior to being accepted on the programme.**

If you have any queries in relation to the programme or the application process you can find more information on our website www.bim.ie/propel or contact us at propel@bim.ie.

The closing date for applications is the 18th July 2018. Applications submitted after this date will not be considered.



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