

iManSys user report – working together for success

# Unilever Deutschland Produktions GmbH & Co. OHG

Strengthen compliance with iManSys

# The Unilever success story

## Company

The Buxtehude Unilever Site employs over 500 people and produces well-known body and skin care products. Over 450 million production units leave the factory every year. Their best-known brands include AXE and Dove.

## Challenge

Due to increasing compliance requirements, the necessary qualification measures (instructions and training) for all factory employees needed to be adapted to the individual location conditions and specific learning needs of the employees. The 24-hour shift operation required flexible and efficient training courses without spending too much time on preparation and implementation or impairing production.

## Solution

Thanks to the implementation of iManSys compliance management software, all learning content was assigned individually and carried out over flexible time-scales. The software module 'Instruction & Training' was easy and intuitive for all factory employees to use.

## Results

The noticeably reduced organisational effort took pressure off the management team. The time saved in teaching materials ensured additional free capacity for the core business. The quality of knowledge transfer improved significantly. The costs for instruction and training were significantly reduced.

## No off-the-shelf content

Given that on-site training courses cost a lot of time and money, the effort behind previous face-to-face training sessions at Unilever Deutschland Produktions GmbH & Co OHG at the Buxtehude location was considerable. Especially when related to ongoing production processes, it was often impossible to arrange for all employees to take part in internal or external training at the same time. Production downtimes and organising replacement dates led to additional costs.

There was also some catching up to do in terms of learning concentration. Norbert Overheid, OSHE Coordinator And Occupational Safety Specialist at the factory, explains:

**» Nobody can ensure that every employee is fully receptive to every piece of on-site training. «**

Unilever Site Buxtehude therefore needed a flexible software solution which enabled legally required training on shared computers, notebooks and terminals as well as mobile devices.

Every employee needed to be able to complete the necessary electronic training over a flexible time-scale, for example when the machines are at a standstill due to maintenance work or when there was a low workload overall. Overheid attaches great importance to the greatest possible adaptability:

**» We don't want to convey off-the-peg content. Our training courses must be individually coordinated and expanded so that they are perfectly tailored to our location, its conditions and our employees. «**



Company info



**Unilever**  
**Deutschland Produktions**  
**GmbH & Co OHG**

 **Industry:** Consumer goods manufacturer

 **Employees:** approx. 500

 **Modules:** Instruction & Training, Motivation & Networking

 **Client since:** 2011

## Flexible software for individual learning content

Electronic training is now being implemented at the Buxtehude site via the iManSys software module 'Instruction & Training'. The integration worked smoothly. An interface ensures automatic transfer of employee data to the instruction software.

Individual adaptation of the teaching materials takes place in advance, which means a special editor isn't need. Standardised file formats such as Microsoft PowerPoint, Word or PDF can be added with just a few clicks. After the electronic training has been assigned to employees by a manager, they receive a corresponding message via their personal user interface (dashboard) or are informed by email. They then decide for themselves when to complete the training session in the prescribed time frame.

A comprehension test ensures the successful learning of every training and instruction session. Subsequent documentation of the learning content enables efficient management of all qualification measures in the company. iManSys software also ensures clear documentation maintenance.



*In internal and external audits, we can demonstrate a professional system that not only carries out instructions in accordance with the law, it also ensures that no employee gets left behind in terms of training. All of this significantly strengthens our compliance.*



Norbert Overheid  
Occupational Safety Specialist at the Buxtehude site

## Sustainable knowledge transfer

The use of iManSys at Unilever Site Buxtehude led to a noticeable reduction in costs. Overheid explains:

**» Expenses for consultants, room rentals, external training courses or trips are largely eliminated. In addition, we reduce the costs incurred in organising training courses or following up training events. «**

The relief for management and the enormous time savings in conveying learning content are further benefits as employees are able to concentrate on the core business despite their training duties. In addition, working with iManSys motivates employees to deal more intensively with training topics. Knowledge is conveyed effectively, efficiently and, above all, sustainably, as training courses do not take place in one go, but instead continuously throughout the year. Any necessary refresher training courses can be easily organised. Overheid sums up:

**» Thanks to the fantastic support from domeba, the few customisation requests that we had could be implemented quickly. That is the best after-sales treatment! «**

The iManSys compliance management software also pays off after the implementation and execution of electronic training.



### Core areas

## iManSys Instruction & Training is used in the following areas:

- ➔ **Occupational safety:**  
for training all employees
- ➔ **Quality assurance:**  
for training guidelines and standards
- ➔ **Environment:**  
to raise awareness of more environmental awareness and action
- ➔ **WCM (World Class Manufacturing):**  
for training methodology and tools/instruments for the optimal implementation of programmes and processes



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