H-OI
EQUIPPING EMERGING LEADERS TO BUILD A PURPOSEFUL ORGANISATION FOR THE FUTURE
IN A NUTSHELL

With big industry changes taking place, Hermes-OTTO International (H-0I) wanted to instill future company leaders with entrepreneurial skills by co-creating ideas to make the organization more customer-centric and global. Through the H-0I DOers Academy, employees became purposeful DOers who drive change. They were equipped to relate their passion to a purpose, bring fresh ideas to life, and become ambassadors for change.

“The unique approach of combining strategic thinking with getting it done makes any partnership with the DO School a success. This is why we love working with them too.”

VERENA FAVRE
DIRECTOR HUMAN RESOURCES, MARKETING & COMMUNICATION
THE CHALLENGE

Digitization and the increased need for speed and sustainability in supply chains has made the global sourcing industry undergo massive change over the last 50 years. In light of these changes, H-OI, a global industry leader that sources products from all major production markets, wanted to equip its leaders to build a successful and purposeful organisation for the future.

We’ve partnered with H&M, Deutsche Bahn, Covestro, H-OI, EY, and more to transform their people and organizations. Thanks to our experience innovating with organizations and a global community over the past five years, we know how to get teams to open up and explore new perspectives. Ready to future-proof your organization?

GET IN TOUCH

THE ENGAGEMENT

The H-OI Doers Academy was developed to give emerging leaders the skills and mindsets they need to collaborate effectively across locations and departments and quickly turn ideas into action. Over the course of ten months, an international team of H-OI employees participated in a tailored leadership training program that combined in-person workshops and online learning to align their passion with a purpose and bring entrepreneurial thinking to the organization. Using the DO School Method and guidance from facilitators, these insights were used to tackle important business challenges: Participants co-created ideas and initiatives that would make H-OI more customer centric and global in its approach.
THE RESULT

At the end of the 10-month program, participants presented an idea called iData to H-OI’s leadership team. iData includes two new digital products focused on matching customer and vendor in a faster, more globally-aligned way.

By the end of the program, participants emerged as leaders able to bring fresh ideas to life. Bringing together team members across departments and locations had them break out of silo thinking and create strong internal networks. This new way of thinking was brought back to H-OI by participants, driving a cultural shift across the entire organization.