

### Executive Summary

In order to develop and maintain the company's competitive advantage, VISI<sup>1</sup>, a manufacturer of electronic parts, is constantly looking for ways to increase efficiency in a cost-effective way. In response, YEM Innovation helps VISI leverage employee insights to achieve constant self-improvement. Through a simple yet overlooked manufacturing twist, the partnership's signature case has led to an annual saving of 400,000 RMB.

### Challenge: How can VISI maintain its competitive advantage in a cost-effective way?

VISI produces electronic parts for companies such as OPPO and Huawei. Located in the Pearl River Delta, VISI faces strong competition from local manufacturers and must constantly look for ways to both lower costs and increase efficiency. While consulting and technological upgrades from outside sources are often expensive, it can be equally elusive to encourage, manage and implement internal ideas. Thus, how can VISI achieve constant improvement of productivity in a cost-effective way?

### Solution: One program that manages all steps of employee-led innovation – from stimulating feedback to implementing ideas.

YEM Innovation offers a SaaS platform that utilizes employee insights to drive internal innovation. The startup partnered with VISI in the following manner:

- YEM Innovation's cloud service allows VISI employees to submit their ideas anytime, anywhere, and with limited effort.
- Through step-by-step instruction, VISI employees learn to develop their initial idea into a written proposal detailing the problem identified, a solution, and an execution plan.
- Proposals are available for all employees to make, view and comment. Not only does visibility prevent repetitive submission of similar ideas, but it also allows other employees to volunteer and to help.
- VISI's management can choose to endorse promising proposals and can use incentives to accelerate their implementation.
- If the proposal leads to a successful execution, the proposal maker receives a predetermined

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<sup>1</sup> 东莞市汇诚塑胶金属制品有限公司, Guangdong VISI Manufacturing Co., Ltd. Referred to in-text as VISI to improve clarity and conciseness.

share of profits generated by their idea. Thus, everyone is incentivized to contribute.

**Results: 400,000 RMB saved per year through one simple twist.**

The signature proposal calls for a new arrangement of nameplates per raw metal sheet. This easily implemented twist has increased productivity by 10% and saved VISI 400,000 RMB per year. Thanks to the partnership with YEM Innovation, VISI now manages employee insights in an efficient and transparent manner.

