



BESPOKE SOLUTIONS

Scaling Success With Bee Fusion

Within six months of Bee's Academy training, a multi-billion-pound retailer achieved a 90% adoption rate of Lean warehouse practices across its supermarkets. By blending Lean Six Sigma training, cultural change expertise and hands-on consultancy, we equipped leaders to drive adoption, coach their teams, and embed continuous improvement at scale.

The Challenge They Faced

After proving Lean warehouses could work, the retailer needed to:

- Roll out the model consistently across 600+ stores
- Equip senior leaders with practical tools to spot and fix inefficiencies
- Build the cultural advocacy required to embed mindset and behaviour change
- Design a scalable approach that would land at pace but stick long term

Our Solution

Bee Fusion combined the best of our toolkit – consultancy, training and cultural change, to create a tailored solution:

- **From White Belt training: Lean principles,** TIMWOODS, 5S and practical tools to spot inefficiencies
- **From Green Belt and Business Skills:** coaching on cultural change, storytelling and influencing behaviours
- **From Consultancy expertise:** designing a structured rollout approach, adapting content Zone by Zone and ensuring consistency at scale

Sessions blended show-and-tell walkthroughs, videos and in-room activities so leaders could see inefficiency in action, understand its impact and practice tackling it.

Hurdles We Worked Through

- Initial scepticism about whether Lean applied at leadership level
- Fear of overcomplicating concepts with jargon
- Ensuring leaders felt confident to both understand and talk about CI on store visits
- Nervousness about having tougher cultural conversations with teams
- Risk of "initiative fatigue" without a clear, engaging rollout approach

By showing quick wins, keeping it jargon-free and equipping leaders with both the tools and the confidence, we created true advocacy from the top down. Plus they couldn't "unsee inefficiency", with one Regional Director even joking about spotting waste while buying drinks at the weekend.

The Difference It Made

- 90% adoption rate of Lean warehouse ways of working within six months
- Senior leaders became visible advocates, spotting waste and coaching teams daily
- A consistent message across all Zones and Regions, boosting adoption speed
- Cultural change in motion – Lean principles became part of everyday leadership language
- Regional leaders pushed for wider rollout, accelerating adoption even before formal business sign-off

Keeping the Momentum

Bee Fusion equipped the retailer with both the toolkit and the cultural confidence to scale Lean ways of working. Store Managers are now part of the journey, ensuring consistency from leadership to the shop floor and building a culture of continuous improvement that lasts.

Client Details - Multi-billion-pound UK food retailer, supermarket format, national leadership team.