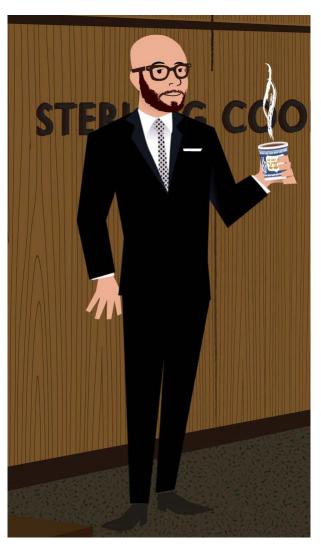
ECOMMETCE 18 manageren 18

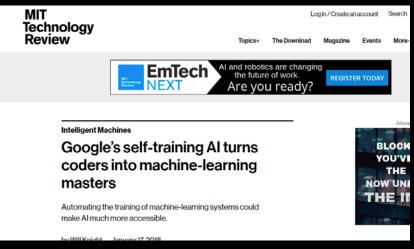
Hvem er jeg?

- +20 år som "marketing executive"
- Pepsi Cola / TDC Mobile / Siemens mobile / TOYS'R'US
- Yale, Hyper Island og INSEAD
- Head of Marketing
 - Coop.dk Shopping

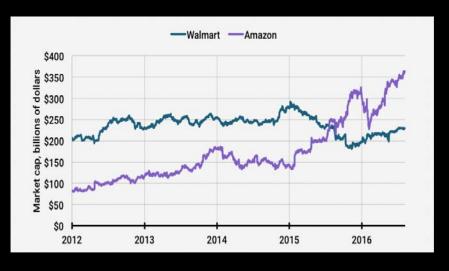


Den nye verden...









Den nye verden...









Genbruat it









refurb





Fra analog til digital kultur

Analog culture

- Pushes products into the market
- Driven by purchasing and supply
- Strong hierarchy
- Slow decision making
- Process and task orientation
- Defined tasks ("do this job")
- Understands needs of long-standing customers and how to fulfill them
- Orientation toward status quo, past lessons, and accepting constraints
- Experience and stability count
- Homogenous teams, working within departmental silos
- Career progression within defined paths
- Focus on planning and optimization

Customers and demand

Organization

Attitudes and ways of working

Digital culture

- Pulls ideas from the market
- Driven by customer demand
- Flat hierarchy
- Rapid decision making
- Result and product orientation
- Empowered employees ("find a way to achieve a goal")
- Understands needs of digital customers and how to adopt new trends
- Orientation toward innovation, improvement and overcoming constraints
- Potential, vision, curiosity, motivation, flexibility and adaptability count
- Mixed teams working in cross-functional and integrated communities
- Strong collaboration
- Rapid, unpredictable career progression
- Focus on rapid launch and learn







Forvent at lære mere om...

