



Managing in an era of great uncertainty

Surviving the current crisis

Many organizations today are feeling the effects of the recession and are struggling to make ends meet. Worried about an eroding profitability, they foresee unit costs rising above their revenues per unit sold. Having grown accustomed to managing growth, adding resources to meet an increasing demand, their new challenge is to maintain productivity while reducing expenses. For most executives, the first exercise in cost containment has been to reduce discretionary spending and implement attrition policies.

In the current economic turmoil executives in most organizations are required to take more drastic steps. Making difficult decisions regarding the next wave of cuts is critical to surviving beyond this recession. These difficult decisions can translate into severe cost reductions, rationalization of personnel and assets, reduction of working capital and capital expenditure, as well as investment in new product development. This leads executives into uncharted territory, forcing them to make crisis-driven decisions for the first time, and many are wondering how to go about doing it.

Key competencies for managing during a crisis

Managing in an era of great uncertainty requires a mix of discipline, audacity, compassion and great determination. A disciplined approach to managing during a crisis involves challenging all expenses and minimizing all manageable costs, including procurement, overhead, production staff, overtime and consulting fees. It takes such discipline to deliver a sufficiently strong and consistent message to create the sense of urgency among all stakeholders regarding cost reduction, and improve the likelihood of success.

While disciplined behaviour is a prerequisite for success, audacity in overcoming the challenges of reducing expenses, maintaining productivity and keeping the organization afloat during difficult times will lead to the emergence of competitive advantage. To take audacious decisions, executives need an in-depth understanding of the value chain, the position of all stakeholders and the organization's bargaining power with them. That understanding enables them to take calculated risks to realign the organization with the new supply and demand dynamics, going further than traditional cost reduction exercises to survive the crisis and grow beyond it.

Both discipline and audacity in execution must be supported by compassion and great determination to deliver all the desired

benefits of the decisions. Since cost reduction contexts typically induce stress amongst employees, suppliers and other stakeholders, approaching the issue with compassion can help reduce inherent tensions and facilitate the implementation of the various measures. To be truly effective, a compassionate approach must go hand-in-hand with consistent and determined behaviour, and executives must lead by example throughout this difficult journey to succeed in these uncertain and troubling times.

Turning the crisis into an opportunity to improve long-term competitiveness

The crisis also presents an opportunity to reposition organizations along their industries' cost curve and improve their competitiveness as demand recovers. Beyond the crisis lie better times where organizations creating greater value per dollar spent will gain from efforts made during and after the crisis. Strategic cost-reduction decisions should always account for the true value added in the activities performed and protect the core competencies on which these organizations built their competitive advantage.

Taking a strategic approach to managing in an era of great uncertainty means weighing the short and long-term costs of potential decisions and their interrelated impact on the organization against all potential scenarios. It drives executives to make fully informed decisions based on an understanding of the potential risks and benefits. However, rationalisation and transformations can significantly disrupt organizations, and executive teams must consistently support and manage change to yield the desired results.

During the latter part of 1990's, Domtar was coming out of a difficult economic period, facing an internal financial crisis and struggling with chronic underperformance versus its peers. Raymond Royer took the helm at Domtar and exhibited the skills required to manage during times of crisis. In four years, Domtar significantly improved its financial performance, moving from twenty second to first out of twenty-three companies on its industry's cost curve. This transformation still bears fruit today, as Domtar is now better positioned to face the current crisis than many of its competitors. ■

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