

Challenges:

Weber faces a significant challenge in meeting the growing customer demand for environmentally friendly products. As more and more construction industry customers look for products that have minimal impact on the environment, it is important for Weber to be able to meet these expectations. This requires the company to continually innovate and improve its product line, introducing new products that are sustainable and environmentally friendly. One such product is Weberwall, a fast fix, lightweight brick system with the potential for significant environmental benefits.

In addition to this, Weber also faces challenges in improving the raw materials used to produce the bulk of its products. With increasing pressure on natural resources, it is becoming more difficult to source materials that are sustainable and environmentally friendly. To address this, the company is working to innovate and find new techniques and products that will allow it to manufacture its diverse product line in a more sustainable manner. With the support of the Supply Chain Sustainability School, the Weber team is working hard to overcome these challenges on a daily basis.

Impact:

Challenges in Sustainability: The challenges Weber faces in sustainability have been made easier to tackle thanks to the company's access to the Supply Chain Sustainability School. This platform has provided the company with a range of e-learning modules, webinars, and presentations that have helped Weber to learn more about the challenges it faces and the best ways to tackle them.

Improving knowledge & understanding: Staying up-to-date on sustainability can be difficult, but through the use of School, Weber's staff have been able to improve their knowledge and understanding of sustainability issues. The platform's user-friendly interface and the wealth of information it provides have made it easy for Weber to upskill its staff and help them meet their daily sustainability challenges.

Achieving BES 6001 accreditation: The School has been a valuable resource for Weber as it works towards obtaining BES 6001 accreditation. The platform has bespoke courses on specific policies that have empowered Weber with the knowledge it needs to tackle this important project. The company's new Sustainability & Environmental Engineer, in particular, has found the School to be useful in his induction period, as it has allowed him to increase his knowledge in the required areas.

Improving learning process: Webinars have been an important part of the learning process for many Weber staff. Recently, members of the company's executive team attended a webinar on LCA for buildings, a topic that is

Fact box



Company

Saint-Gobain Weber UK & Ireland

No of employees

207

HQ

Flitwick, Bedfordshire

Website

<https://www.uk.weber/>

Main contact

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Services

Industrial mortar products, including renders and decorative finishes, tile fixing products, floor screeds, technical mortars, and external wall insulation

About

Saint-Gobain Weber specializes in the manufacture of industrial mortar products, including renders and decorative finishes, tile fixing products, floor screeds, technical mortars, and external wall insulation systems.

SCHOOL Case Study: Saint-Gobain Weber UK & Ireland

highly relevant to Weber's business. The knowledge gained through attending the School's webinars and events will be crucial in informing Weber's strategy in the months and years ahead.

Benchmarking: Assessments have also been helpful in allowing Weber to determine where it currently stands, using the Maturity Matrix tool. This tool has allowed individuals to assess their knowledge in various topic areas, such as sustainability, offsite construction, digital technologies, lean principles, procurement, people management, FIR, and management. This has given Weber's users clarity on which areas to focus on in order to strengthen their knowledge.

Facilitating effective knowledge growth: Action plans have been a useful way for Weber to outline and prepare the materials that are most relevant to its business and use them in a course-like format. This helps the company to identify the most effective path for growing its knowledge. With so much material available on the School platform, it can be difficult to know where to start, so the action plans provide direction and focus.

Flexible learning: E-learning modules are a convenient way for Weber staff to learn both verbally and non-verbally. This is important because everyone learns differently. Segmenting the information into modules also allows learning to be easily picked up if staff need to work on other tasks. This has benefited Weber greatly by making learning flexible.

Value gained:

Improved learning: The ability to access the Supply Chain Sustainability School has been highly beneficial for Weber. The personal assessments that identify areas for improvement for each individual employee offer a fantastic tailored learning experience, allowing Weber to help its employees develop the skills they need. This also makes it easy for the company to access the information it needs quickly and effectively.

Increased reputation: Membership of the School also brings reputational benefits for Weber. In fact, the company's customers often ask if it is a member of the School, and Weber can proudly demonstrate that it is an active member.

Collaboration with industry partners: The School has also enabled Weber to work collaboratively with its industry partners, such as large house builders. By using the School, Weber is able to see what its customers want from their suppliers and can develop its workforce based on learning materials that are recommended and found beneficial. This helps Weber to maintain its customer focus when using the School.

Future proofing:

Gold membership is at the top of Weber's list of priorities. The company plans to integrate the learning platform with its personal development plans to ensure continued use. This will be beneficial not only for the company as a whole but also for individual users across the business.