



# Enginuity 2015 Competition

## PERFORMANCE REVIEW FOR 'Red Hot Oompa Loompas'



### THE TASK

A fledgling **UK-based multinational construction company**, with its headquarters in London, has been trading for just one year. A **new management team** is needed to run the company for the foreseeable future, making the key business decisions related to finance, marketing, overheads, procurement and job progression. The decisions are made for each period, which represents a quarter, or 3 months. The new management team need to form **an effective strategy to grow the business**, and satisfy the high demands of the company's shareholders, who are keen to see a quick return on their investment.

Although based in the UK, and subject to UK tax laws and interest rates, **expansion into overseas markets**, and different continents, may be an attractive proposition. A lot will depend upon the prevailing economic climate in the UK, and worldwide, which changes as time progresses to provide a realistic and dynamic challenge for the new management team. Working in different countries will present some **particular challenges** to overcome, such as client restrictions, global competitors and environmental problems (extreme weather conditions, civil unrest, local labour problems etc). However, the **potential rewards and opportunities** of operating globally, such as worldwide client base, niche markets and lucrative large-scale contracts, may outweigh the risks.

**The decisions to be made, and fate of the company, rests in the hands of the new management team.**



### MANAGEMENT TEAM

Mangesh Bhosale  
Farzad Dastoor

Amey Gandhi  
Kapil Devang



### SPONSOR

MWH Global



### TIMEFRAME

The company had already been operating for periods 1 to 4, known as the History year, before the new management team took control.

The new management team were in charge for two different stages.

#### **The Early Years (periods 5-12)**

During the Early Years the competition for jobs comes from a number of simulated companies. Each one has their own unique profile and bidding history, and a careful assessment of the opposition is required to formulate an effective procurement strategy.

#### **The Later Years (periods 13-18)**

During the Later Years the teams compete 'head to head' against each other for work. This creates an even more uncertain and pressurized environment in which the skills and team dynamics formed in the early years are really put to the test.

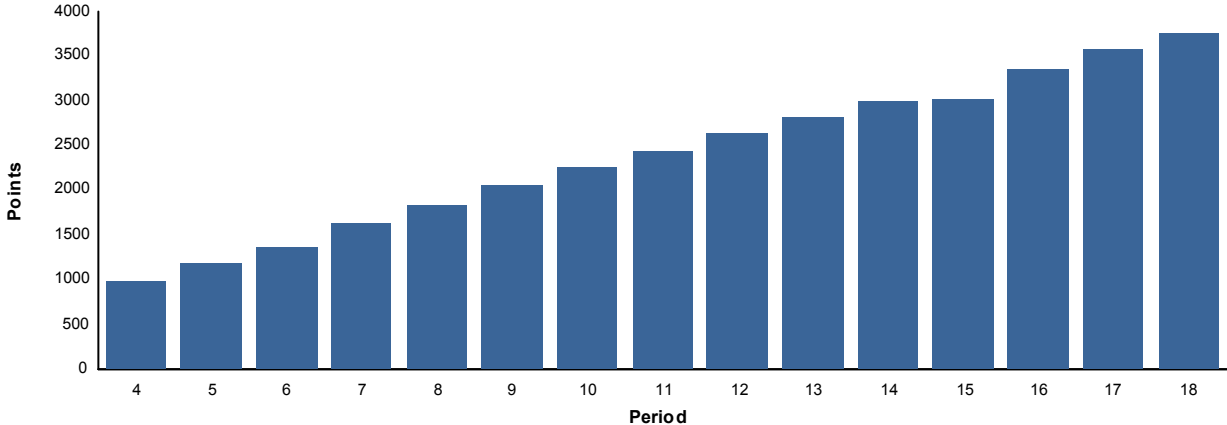
# KEY PERFORMANCE INDICATORS

Performance indicators were used to measure company progress in a number of key areas. They were weighted at the start of the early years to reflect their variability, initially to a 1,000 points

Overall company performance improved from 1,000 to 3,768 points

Base Period	Turnover	Gross Profit To Turnover	Operating Profit To Turnover	Company Value	Capital Employed	Contract Completion	Forward Workload	Forward Margin	Share Price	Client Satisfaction	Total Rating
4	40	130	130	170	120	100	70	100	70	70	1,000
5	51	144	162	180	137	125	91	131	64	102	1,187
6	59	169	214	196	151	130	110	155	66	133	1,383
7	68	203	284	226	166	165	125	160	68	172	1,637
8	77	226	332	255	176	180	128	174	81	206	1,835
9	86	248	383	294	184	225	141	176	97	242	2,076
10	92	258	405	333	192	250	162	190	98	278	2,258
11	100	277	445	391	198	265	167	183	101	310	2,437
12	108	287	469	452	202	305	174	202	104	344	2,647
13	116	293	486	512	205	330	180	205	114	382	2,823
14	125	293	492	569	208	390	196	185	129	425	3,012
15	129	292	487	603	207	405	173	145	138	454	3,033
16	136	298	502	669	210	425	249	202	174	489	3,354
17	142	294	500	711	213	470	291	228	201	535	3,585
18	147	292	499	754	215	495	328	241	220	577	3,768

Overall KPI Trend



- Turnover:** An indication of how much work the company has done
- Gross Profit to Turnover:** A measure of how profitable the company's jobs have been
- Operating Profit to Turnover:** A measure of how profitable the company is after considering all operating factors
- Company Value:** A measure of the asset value of the company
- Capital Employed:** A measure of how well the company's infrastructure is being utilised

- Contract Completion:** An indication of how successful the company is in completing contracts
- Forward Workload:** The remaining turnover (value) of jobs still in progress
- Forward Margin:** The remaining profit of jobs still in progress
- Share Price:** A measure of the strength of the company's share price
- Client Satisfaction:** An indication of the strength of the relationship build up with the company's clients

# PERFORMANCE SUMMARY

	History	Since	Change	Basis
Number of periods:	4	14		
<b>Financial Management</b>				
Company value:	4,809,415	21,327,880	343 %	E
Share price:	1.12	3.52	214 %	E
Capital employed:	62 %	94 %		A
Turnover:	10,072,540	22,405,740	122 %	A
Job profit:	4.2 %	10.3 %		D % of job cost
Overhead costs:	2.1 %	1.8 %		D % of job cost
Operating profit:	1.6 %	6.7 %		D % of job cost; net, after tax and interest
Dividend paid:	2.2 %	0.8 %		D % of job cost
<b>Overhead Management</b>				
Market share:	10 %	36 %		D % of the overall new work in the market identified
Market share split (UK):	59 %	29 %		D % of the market share in the UK
Market share split (OV):	41 %	71 %		D % of market share Overseas (outside the UK)
Head office staffing level:	100 %	207 %		D The benchmark was 100%; the optimum level was 200%
QHSE staffing level:	100 %	212 %		D The benchmark was 100%; the optimum level was 200%
Measurement staffing level:	100 %	212 %		D The benchmark was 100%; the optimum level was 200%
<b>Procurement</b>				
Number of jobs bid for:	13	52		D
Number of jobs won:	6	36		D
Bidding success rate:	46 %	69 %		D Jobs won as a % of jobs bid for
<b>Job Progression</b>				
Jobs finished early:	0	22		D
Jobs finished on time:	1	11		D
Jobs finished late:	0	0		D
Job completion efficiency:	0.99	0.94		D 0 to 1, where 1 is the optimum level
Reduction in build cost:	0.00 %	2.05 %		D % due to targeted investments
Risk cost incurred:	88 %	25 %		D As a % of the contingency in the bid
Reduction in risk cost:	29.7 %	56.1 %		D % due to mitigating factors
Project manager weighting:	8.5	9.3		D Out of 10
<b>Future Outlook</b>				
Forward workload:	18,835,610	88,171,140		E
Forward margin:	745,985	1,800,972		E

## Basis

The basis for setting each measure was:

**E** (At the end of the timeframe)   **A** (An average for each period of the timeframe)   **D** (The value during the whole timeframe)