

# When a personal vocation comes true

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## ***Dynamism, energy, collective thinking***

„Our CSIP story's one of the most important yield is, that the collective planning and the excitement of construction brought us together. We experienced our inherent dynamism, energy, and the joy of collective thinking.

We achieved cost savings with CSIP(the rented photocopying, the unfavorable contract, the multitudinous KFKI service department, the unnoticed abilities, Post, T-Mobile, new operation support, introduction card) Instead of the old organizational, rooted processes we managed to build up lots of new, accurately and flexibly working processes.

## ***The resistance stopped, we became free!***

„ The CSIP project besides some excitement, gave a lot of self-confidence. We could experience, that almost every problem can be solved, because what we set ourselves is still working.

It is so interesting, that in the first occasion of CSIP it was worthwhile to look at every member faces separately, because the group members facial expressions was so negative. Nevertheless in course of time it disappeared, everybody became loose and creative, and since than we accomplished more CSIP tasks with success.

What is, that we won with CSIP? We became more open-minded and the unsolved problems emerged. In this case it's easier to do something with it.”

## ***Evolving Personality***

My CSIP success story is a really positive and pleasant surprise.

I had to realize during the program that everyone has secret values that need to be discovered. One of them was when our CSIP table was presented by one of my colleagues who we knew as a rather quite and shy person. To my utmost surprise he presented such a well-rounded proper presentation that everyone was listening to it with surprised attention.

Although we were working together for years with this colleague, no one has known that he had these skills.

The presentation was such a success that not only he could be proud of himself and had a positive reassuring experience, but he also inspired others to improve.

After this, his presentation became the standard.

## *From a stable system to an even better one!*

„Last year’s most striking success in the CSIP program was when we **reviewed the seemingly stable and active system.**

At first, we solved a small part of the design project within the CSIP frame, and it was so successful that we were asked to rethink and offer solutions for the rest of the project too.

With the support of the senior management, in a short time we became aware that we were responsible for almost all the design projects. We were able to save on the projects inside and outside costs about 40% and 60%. The price for taking the responsibility and initiative within the company was the **88 million HUF savings** we achieved for the organization.

For our future **operation we gained more managerial support**, for example we got an AutoCad program, the addition of two full-time design managers and the provide an internship opportunities”

## *Change paradigm with CSIP*

„ In our CSIP we solved a prolonged topic. We came through a really important paradigm change. Instead of the „Grab it, take it” idea the „Let’s find out and put into effect” took over.

We achieved evident results. In the presentation form instead of the regular scissors and paste effect we built in a more professional PPT template, Excel backgrounds. Everybody add something to this project, because everybody was involved and interested in this topic.

We achieved, that besides the Board of Directors use, the new standard was extended in CFO level too.”