Shared services and data analytics: a case of sunlight uplands and bear traps?

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Shared Services and Data analytics: a case of Sunlight uplands and bear traps?

Ian Herbert, Deputy Director, Centre for Global Sourcing and Services, School of Business and Economics – Research project funded by CIMA
The Centre for Global Sourcing and Services

Nothing’s changed but everything’s different!
What we do?

“The Centre is dedicated to carrying out both academic and ‘focus on practice’ high impact internationally renowned research on how organisations source and manage business and IT services in a global context”........

Centre for Global Sourcing and Services Website

Inhouse Shared Services  Captive Shared Services  Outsourcing

Near-shoring  Offshoring  Crowd & Cloud Services

Back-sourcing?  Bringing the jobs home

How?  Where?

Changing what is done

Stay sourcing?

And increasingly... ‘who’?

The attainment of world-class business support services through the application of New Working Practices and Advanced Service Systems in a sustainable manner.
Some people will spend a lot of time getting data analytics right, and a lot of people will spend some time getting it wrong.
There are significant opportunities for generating insight through data analytics and big data. But...

- research by Loughborough University’s Centre for Global Sourcing and Services suggests that this potential may not be realised if organisations do not ask the right questions about the links between
  - business partners,
  - business process centres, and
  - business units.
Data analytics & big data

• Whilst corporate-wide master data has improved significantly in recent years, big data requires new thinking.

• This means creating a different culture that values and leverages data to better support global end-to-end processes which deliver real outcomes.
But first, a ‘recap’.....

What is the essence of the SSC model?

A simple idea that needs no big agenda!
Moving to a Shared Service Centre Model

Conventional Divisional structure (support services embedded)

Shared service centre structure

Semi-autonomous
Thinking like a business
Networking & benchmarking
More than just a new organisation chart - The SSC model blends different approaches

Combining a market outlook with inhouse management control

Working across the organisation

Enabling a single source of the truth in real-time throughout the management chain

New structures, ‘philosophy’ & techniques
Shared service (&BPO) - Success factors

✓ Simplification
✓ Division of labour/deskilling
✓ Standardisation
✓ A single version of the truth
✓ Objective/independent
✓ Scalable
✓ Efficient & continuous cost reduction
✓ Finding the cheapest place on earth
✓ Networking and benchmarking
✓ Invisible to the business
✓ Phased migration, building on the wins

But... are these strengths compatible with the ‘brave new world’ of data analytics?
Organising for data analytics and big data

• Big data is messy and its application needs to be tailored around individual business problems.

• Data analytics: needs new structures and thinking to go with the technical opportunities?

• But, what if the talent pipeline dries up as the professional ‘training camps’ are offshored?
Segregated finance?

SSC

Globalisation

Finance operations

Business Partners

Retained finance
Segregated finance?

Business Partners

Globalisation?

SSC Retained finance

MI and analytics?

Finance operations

Buy in – MBAs or SSC training?
Data analytics?

- Big Data
- Enterprise Data
- Financial Data

Source: CIMA
But before we go on..

What is essence of ‘big data’

And,

is it just a fad?
“Big data” refers to datasets whose size is beyond the ability of typical database software tools to capture, store, manage, and analyze.

(Big data: The next frontier for innovation, competition, and productivity, McKinsey Global Institute, June 2011)
“I think you’ll find that mine is bigger...”

http://timoelliott.com/blog/2013/06/big-data-boasts-cartoon.html
What is the basis for finance professionals’ claim to be well placed to help unlock Big Data?

Use core skills
In business context to bring insight
To influence people
And lead the organisation

Efficiency
Data capture
Reports
Analysis
Insight
Influence
Impact

Effectiveness

Value

Comfort zone

Source: CIMA
Insight, influence and impact requires...

- Inspiration/creativity
- Leading-edge expertise
- Broad views & multidisciplinary collaboration
- Business connectivity & understanding
- Data security
- Intelligent information users
- Interpersonal skills
CIMA Survey 2015

• For most companies, fully adapting to a data driven era of business remains a work in progress.

• ‘86% of the finance professionals we surveyed agree that their businesses are....

... struggling to get valuable insight from data, not least due to issues such as organisational data silos, challenges relating to data quality, or difficulties in working with unfamiliar non-financial data.’
Challenges in harnessing Big Data

- Bringing data together from different databases/business silos: 62%
- Ensuring the business captures reliable good quality data in the first place: 51%
- Extracting insight from non-financial data: 46%
- Ensuring insights gained from data are used to improve performance: 43%
- Identifying meaningful trends and insights in a mass of data: 39%
- Intelligent visualisation and reporting of data: 34%
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Organisation & SSC
Skills
Bus. partners
Technical back office
The competencies required for data analytics

- Commercial
- Performance
- Conformance
- Technical
The competencies required for data analytics

Source: CIMA
New roles for management accountants

Data Champion
Data culture
Value creation
Analytics

Business Partner
Data management
Performance
Technical

Data Manager
Source: CIMA
New roles for management accountants

- Commercial
- Technical

Source: CIMA
Insight – an example of product extension

Baby wipes

Reebok CrossFit PetWipes™
Pet Cleanser & Deodorizer
Wipes Away Daily Dirt & Odor
Elimine la salpicadura ordinaria y el olor
Routes to enlightenment?

- inspiration
- brainstorming
- Focus Group
- consultant
- intention data
- actual data
Insight from data – people without babies buy baby wipes – but WHY?
Insight from data – people without babies buy baby wipes – but WHY?

Expert knowledge? - explicit

Domain knowledge? - tacit

Paralysis through analysis?

Extinction through intuition!
HOW DO DATA LAKES WORK?

The concept can be compared to a water body, a lake, where water flows in, filling up a reservoir and flows out.

1. The incoming flow represents multiple raw data archives ranging from emails, spreadsheets, social media content, etc.

2. The reservoir of water is a dataset, where you run analytics on all the data.

3. The outflow of water is the analyzed data.

4. Through this process, you are able to "sift" through all the data quickly to gain key business insights.

STRUCTURED DATA
1. Information in rows and columns
2. Easily ordered and processed with data mining tools

UNSTRUCTURED DATA
1. Raw, unorganized data
2. Emails
3. PDF files
4. Images, video and audio
5. Social media tools
A third dimension?

domain

function

technical
Are we trapped in a digital stone-age?
“It’s not an exact science.”
Data Analytics – Structured insight?
A FISHING FABLE

PROFESSOR FARMILOE - BROWN OF FRENSHAM HAD JUST RETURNED FROM A FISHING TRIP OFF FALMOUTH.

HE COMPLAINED OF FLIES AND THE UNUSUAL SMELL OF FRESH AIR!
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THE WOODWARD TEST

FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF MANY YEARS.
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FINISHED FILES ARE THE RESULT OF YEARS OF SCIENTIFIC STUDY COMBINED WITH THE EXPERIENCE OF MANY YEARS.
Woodward’s mantra to Jonny Wilkinson, Martin Johnson et al was simple: if you want to win the World Cup, you have to stop seeing just 3Fs, and become a 6F team.

He says: “If our brains miss the word ‘of’ because we take it for granted, what do you think we might be missing about the way we play, coach and manage rugby?

What are we taking for granted in the way we play our game that might actually be the one thing that could give us an advantage on the pitch?”

Sunday Times 26th September 2004
Case study 1 – Rolls-Royce
Smarter aircraft create a wealth of data but it remains underexploited

Financial Times 12th June 2015
Rolls-Royce, the world’s second-biggest aero-engine maker, was one of the first in the aerospace industry to innovate using the data streamed by its engines. Instead of making money on the turbine itself, the UK-based group offered airline customers the chance to buy a package based on the number of hours its engines kept an aircraft flying.

“We combined the latest-generation communications with data analytics to make sure we know what the engines are doing in service and what early intervention might be needed,” says Paul Stein, chief scientific officer of Rolls-Royce.

“By being able to make decisions about which engines need to be pulled off, overall fleet reliability has been growing and growing.”
Optimising performance

• ...help pilots adjust their navigation through real-time chart planning to avoid turbulence or bad weather.

• ...track how fuel consumption differs according to piloting techniques.

• With one terabyte of data generated on every flight, aircraft manufacturers are considering how to leverage the information they gather across their global fleets.
However… “It is complicated,” says Boeing’s Mr Tinseth.

- “… [we need] the ability to filter out the bits that matter from the thousands of terabytes generated every day.

- An engine tends to have one manufacturer and a data-rich environment. With an aeroplane, you have hundreds or thousands of suppliers. There are 21,600 aircraft flying today and each has a wide variety of capability in terms of information.

- It is an apples and oranges world.”
But also communication and people!

• Another industry executive suggests there is a lot of hype around the potential for mining this mountain of data in radically new ways. “We have always had this data,” he says.

• But, there is the lack of sufficient communications infrastructure to harvest and transmit the data in real time.

• Plus, a shortage of engineers as older workers retire.
And of course, security...

- Security experts have warned for some years that airlines are a possible target for hackers.

- Planes including the Boeing 787 Dreamliner and the Airbus 350 and A380 have a single network that is used by both pilots to fly the plane and by passengers for their wi-fi connections.

- "The risk is that a hacker sitting in the back of a plane, or even one on the ground, could use the wi-fi connection to hack into the avionics and then remotely fly the plane," explained security expert Bruce Schneier.
But..... same old basic problems persist

- Rolls-Royce has issued its third profit warning in just over a year, blaming lower oil prices and weaker demand for some of its aircraft engines.
- Rolls last issued a profit warning in February, claiming the sharp fall in oil prices had "increased uncertainty for many of our markets and customers".
- It had previously said its 2015 profit would be between £1.4bn and £1.55bn.
- But on Monday, the engineering firm lowered its profit outlook again, this time to between £1.325bn and £1.475bn.
- **Rolls-Royce shares** fell nearly 9% to 780p on the profit downgrade.
• ...to induce in the inmate a state of conscious and permanent visibility that assures the automatic functioning of power.

• Michel Foucault’s *Discipline & Punish: The Birth of the Prison*
Questions?
Role general business and Revenue process

• Continuous improvement lead supporting Shell’s global revenue process, inc. credit assessment.

• 1200 staff located in Malaysia, Philippines, India, Poland and Scotland.

• Team of 10 staff members that are Lean Six Sigma professionals.

• Looking for improvement opportunities that will generate value for Shell,
  – cost savings in executing processes,
  – improving working capital for the company and
  – generating more income.

• And, creating a continuous improvement mindset in our leaders.
How has Shell used DA in the Revenue process?

• Analytics tool called Process X-ray to identify process improvement opportunities.

• Data extracted from global ERP to capture the key activities for each transaction including customer order date, product delivery date, delivery location, invoicing date and customer payment details. Each activity has a time stamp and it also shows who completed the activity.

• Improvement opportunities might be:
  – Which part of the process has high rework?
  – Which customers or business have late payment patterns?
  – Where invoices are issued late?
  – Identifying best performing countries to foster best practice sharing?
  – Creating a platform that enables benchmarking?
How do you know the output is right?

- The data is directly from the global ERP thus, correct.

- Biggest challenge is in how we interpret the data.

- For example, a delay between product delivery date and invoicing date, is that really a value leakage or is due to our business model or sales contract that we have with the customer?

- A value leakage might be an opportunity for a Lean Six Sigma improvement project.
How far do you see DA and BD going?

• The focus on data and data quality has increased significantly over the last 3-4 years. Our initial focus was on improving the quality of our master reference data.

• However, over time we have transitioned to DA and now we have moved to exploring value from BD to help us structure our product offerings.

• I think both DA and BD will play a more significant role in influencing key business decisions in the future and it will be a tool that many companies will use to help them remain competitive and generate greater company value.
New Data Analytics team

• Start with the problem or the solution?

• Play with the data to generate solutions (Garbage can model)

• Start with the pain points / activity hotspots
How do you know what is happening in the analytical blackbox?

• We always validate data with the facts (events)

• ‘Numbers show us where there are potential improvement opportunities, our job is to understand the difference between data and facts. Facts can only be derived by talking to the staff that do the job and understanding the process or the business well.’
Data analytics – flows and checks

Events → Facts → Data → Processing → Interpret → Validation

Pilot runs → Implement globally
Questions?
Welcome!

Welcome to the Shared Services Project Website: A Resource for Academics and Practitioners.

Here we'll tell the story of our investigation into the emerging phenomena of the Shared Services model. Through speaking with leading companies we have discovered a real need to understand the Shared Services model and come together to formulate best practice.

News

- Andrew Rothwell to present at Universities UK conference
- Malaysia Activity Report
- Intellectual capital: Optimising performance in SSC’s
- Ian Herbert Participating in CIMA Expert Roundtable – 15th January 2013
- CIMA-Loughborough Sourcing event – 18th January 2013 – Colombo, Sri Lanka

If you have any query on the project, a story to tell from your Shared Service Experience, or if there is anything you would like to see added then please contact the team on ssc-research-team@lboro.ac.uk or let us know what you think through our Discussion Board.

In the Spotlight

Revisiting Ian Herbert and Will Start’s 2011 article ‘Shared Services as a new organisational form: some implications for management accounting’ – can you see any other issues that we must consider? Join the discussion by clicking here.