



Leo Brand
CIO Vopak

Storing vital
products
with care

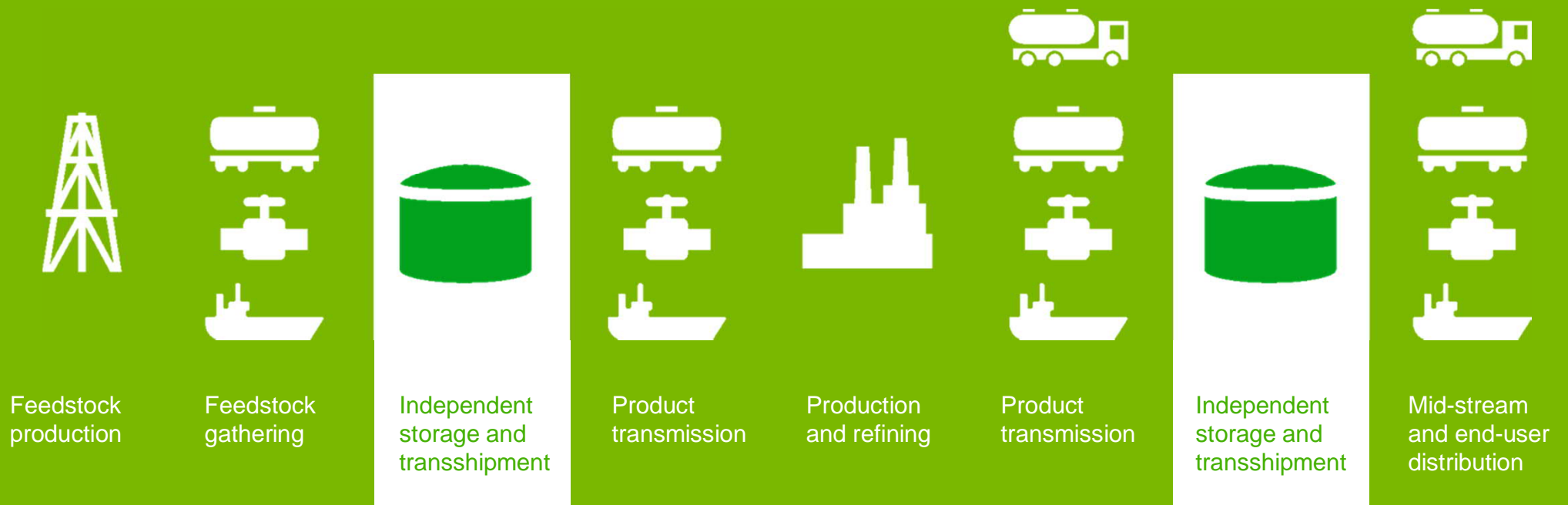


CIO of Royal Vopak

Leo
Brand

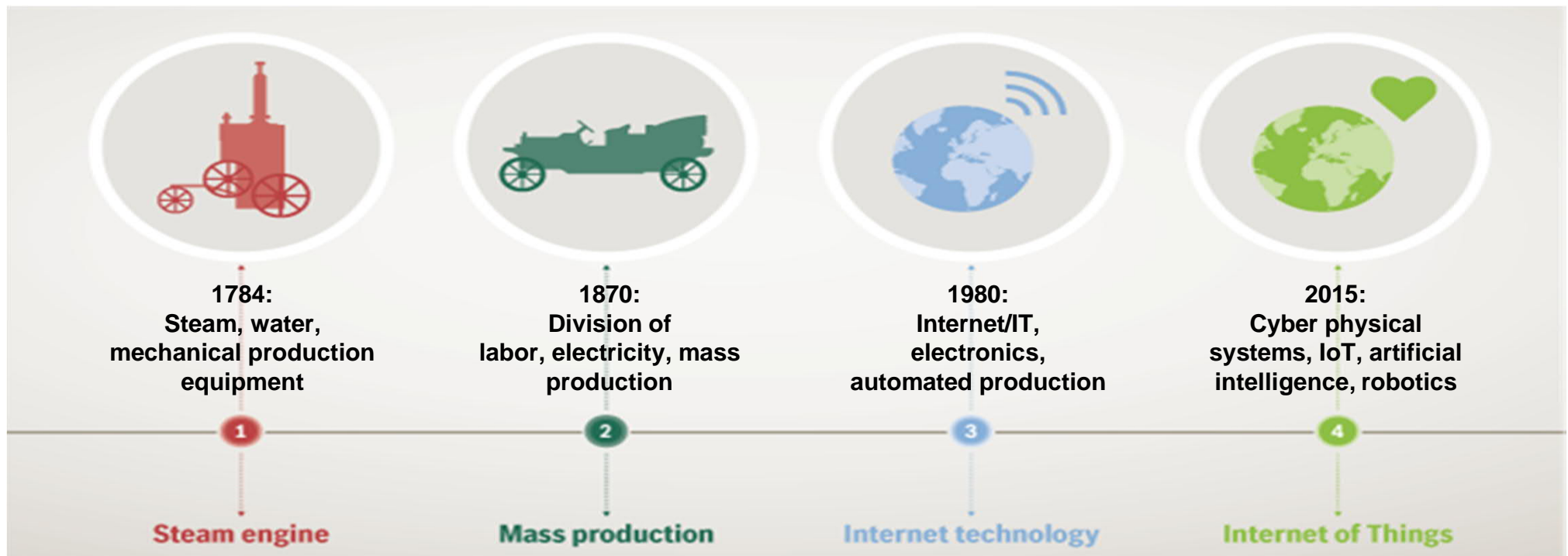


Integral part of customer's value chain



The 4th Industrial Revolution: Internet of Things (IoT) will revolutionize all value chains

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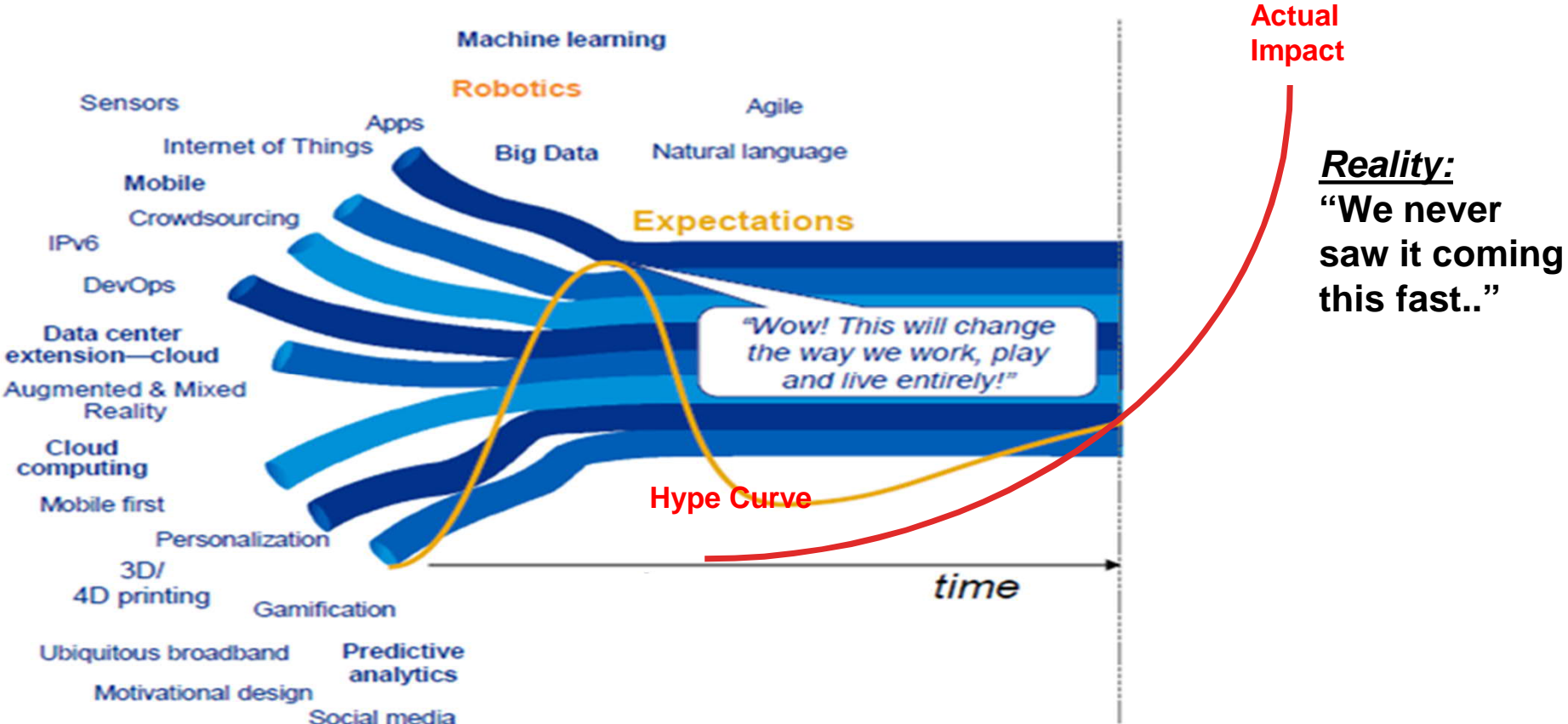


1 +leo.brand@vopak.com Catina offered to look, would make the slide stronger to cut out the text. OK?
Elsbeth Tiedemann; 20.03.2018

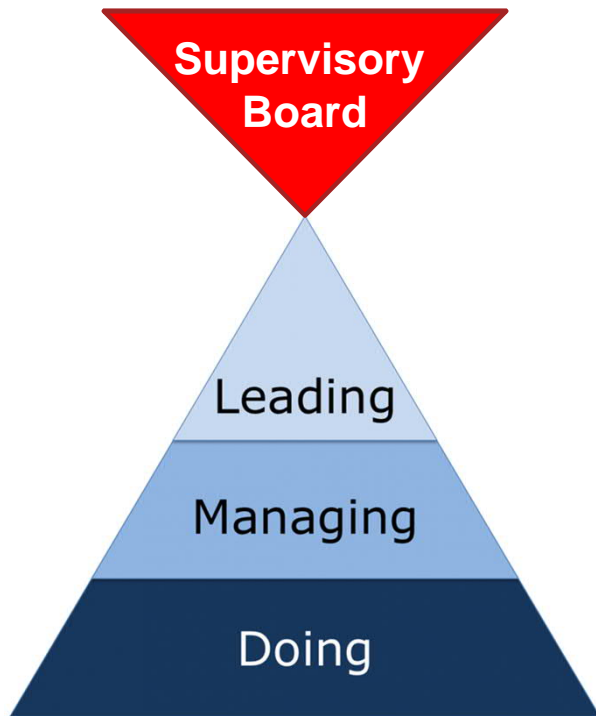
1 I would put this text in the speakers notes. Or shorten the text: Billions of connected devices and people will bring:
- brains/intelligence to global value chains in all sectors
- full transparency in the value chains
- supports the sharing economy
Catina Tanner; 20.03.2018

1 oke
Leo Brand; 20.03.2018

New digital technologies emerge almost every day, our **expectations** outpace their initial impact.... leading us to discard many technologies as “hypes”



“You only **see** it, when you **understand** it”



Learnings when digitizing



- Management of Change is the most difficult one
 - Vision and lead by example from the top is a prerequisite
 - Middle Management see it as a threat, frontline people become “BFF”
- Lack of digital capabilities in the leadership:
 - Invest in digital training
 - Recruit new blood at all levels and mix with existing blood
- Attract and retain talent: “war of talent”
 - agile/scrumming, new ways of working
 - incentives for millennials are different: freedom to solve problems, direct feedback, social events, etc.
 - Use PR to make the company attractive: “cool to join” and part of a winning team
- Stimulate experimentation: “fail fast and learn”
- still ongoing.....