

LF Logistics' Patrick Grzywa on Making the Big Leap in Your Career  
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For Patrick Grzywa, a native of Poland and an LF Logistics Senior Operations Manager based in Hong Kong, moving up the corporate ladder is something of an art form. Deeply dedicated to Li & Fung and a champion of how investing in one's own learning and development can truly change a career, Patrick began his tenure with the LF family as an Operative for Peter Black Logistics, operating a warehouse pick in a distribution center in the United Kingdom. Since joining in 2007, Patrick has been promoted 6 times, now overseeing the team managing LF Logistics' Abercrombie & Fitch account in Hong Kong. One Family sat down with Patrick to discuss his career, his motivation and how he sees his performance as a "two-way street."

How did you first come to work for Li & Fung?

After I moved to the UK from Poland, I joined as an Operative for Peter Black Logistics (PBL) where I operated a pick in a warehouse. It was pretty heavy manual labor and I quickly realized I wanted to do more to contribute to the business. When PBL was acquired by IDS UK, later LF Logistics UK, I worked on national accounts such as Peter Black Fashion and Apparel (PBFA), Marks & Spencer, LF Beauty and Republic.

How did you come to live in Hong Kong?

I actually saw the posting on One Family and jumped at the chance to take this next step with the business in Hong Kong. After 7 years with the company, I was excited to take on new opportunities and challenges, and continue my growth at LF Logistics' headquarters in Hong Kong.

What has your experience been like in Hong Kong so far?

I moved to Hong Kong at the beginning of January and I'm managing the Abercrombie & Fitch contract that goes live in May. It's been interesting adjusting to a new region and culture, and I'm already picking up some Cantonese!

You've been promoted 6 times in 7 years. What does it mean to you to invest in your career?

I think it's important for colleagues to realize that your performance is a two-way street. Our company gives us the tools to succeed, but it's up to us to take advantage of those tools. When PBL was acquired by LF Logistics UK, I immediately felt that my success was a priority for the senior management team, especially because my supervisors took the time to coach and mentor me so I'd have a clear understanding of our systems. At the same time, I jumped at the chance to get additional training and increase my skill set. I was the first person to complete all 21 training modules on the e-learning platform within a 3-month timeframe. By making my performance a priority and taking the initiative to become an expert in my field, I was able to advance from Operative to Team Leader to Supervisor in 2 years time.

What keeps you motivated to keep advancing in your career?

I'm motivated by my desire to contribute more to LF Logistics' business and I've seen firsthand how taking the time to make yourself an expert in your field can directly contribute to your professional success. For example, when I was a supervisor working for LF Logistics in Sheffield, UK I had the opportunity to travel to Malaysia and learn about [the automated systems our Global IT Systems team was developing](http://onefamily.lfapps.net/news/news_detail.php?path=news&type=news&id=7310) (http://onefamily.lfapps.net/news/news\_detail.php?path=news&type=news&id=7310). Familiarizing myself with these systems placed me in a prime position when one of our accounts, PBFA needed a new automated system in their warehouse. The knowledge I'd gained in Malaysia was integral to the project and ultimately aided in the successful implementation of the new automated system and I think directly influenced my next promotion.

If you could share one piece of advice for your Li & Fung colleagues around the world, what would it be?

I think unfortunately some people simply expect to get promoted year after year, when really you need to be able to demonstrate how you are growing your contribution to the business. But that being said, there are so many opportunities for colleagues to enhance our contribution, but we need to take advantage of them. I moved to the UK when I was 20 and I've learned so much since starting with Li & Fung, particularly by making time in my personal schedule for training such as completing the e-learning modules on MyCareer. From stress at work to basic financial lessons, everything you need to get a comprehensive picture of our business is there – all you just need to do is take advantage of it.

What's one thing your colleagues wouldn't know about you?

I actually participated in the PMD process last year and got through to the final stage held in Hong Kong last April, but ultimately didn't get accepted to the program. Despite this, the whole process was such a great experience and I learnt a lot just by applying to the program. I would encourage anyone with either a degree or the relevant working experience to apply for this.



One Family would like to thank Patrick for taking the time to talk to One Family and share his insights about a career at Li & Fung. Do you know someone who you think would make a great people story on One Family? Tell us in the comments below!