PRAISE FOR BRAND ELEVATION

Brand Elevation is a must-read for both the managers of mass brands that used to dominate, and teams at start-ups that set out to disrupt the market. That's because brands that want to be relevant and sustain growth need to elevate themselves beyond aspects of price and performance and accrue meaning with customers, employees and other stakeholders that goes beyond the material. This book provides practical guidance on how to do just that.

Russ Klein, CEO at the American Marketing Association

I always believed that a brand is what makes a product worth more than the product itself. And what makes it worth a whole lot more is creating an Ueber-Brand. It takes creativity, courage and cash to make that happen – and the principles outlined in this excellent book.

Ivan Pollard, Global CMO at General Mills

Brand Elevation makes an incredibly complex marketing innovation clear to anyone: it provides the fundamentals to break down what gives a brand meaning and how to give inanimate objects animate characteristics.

Scott Galloway, Professor at NYU Stern School of Business, author of *The Four* and Founder of L2 and Section4

I don't usually read business books; I choose to read other things in my very rare spare time. But I certainly endorse you as experts and inspiring and insightful leaders in this space!

Alexandra Keith, CEO at Procter & Gamble Beauty Care

With an established brand like Kiehl's, our challenge is building on that brand magic, and ensuring it's manifested in an authentic way – never losing sight of our DNA and core values. This book provides insightful guidance and inspiration not only on how to create a loved brand, but how to maintain one.

Leonardo Chavez, Global Brand President, Kiehl's Since 1851

In this second book on 'Ueber-Branding', JP and Wolfgang provide a stepby-step approach on how to build brands that instil strong desires in customers. They show how to Dream, Do and Dare to go beyond the material, thus creating meaningful and experiential brands.

Bernd Schmitt, Professor at Columbia Business School and author of *Experiential Marketing*

JP and Wolfgang provide an astute, practical and ethical guide to branding and marketing for companies willing to self-examine the best purpose of their enterprise and cultivate long-term relationships with their customers on the basis of shared values and identity.

Vincent Stanley, Director of Philosophy at Patagonia, co-author of The Responsible Company: What we've learned from Patagonia's first 40 years, and poet

Standing out in a burgeoning panoply of branding literature is no mean feat. Schaefer and Kuehlwein have done it again with *Brand Elevation* – a practitioner's road map to curating brand desire and equity. Rich with vignettes, insights, and applications.

Deryck J van Rensburg, Dean at Pepperdine Graziadio Business School and former President of Global Ventures, The Coca-Cola Company

This book explains perfectly how much the classical approach to marketing has changed and how small new brands – Ueber-Brands with a real story to tell – become so relevant. A must read for everyone who wants to understand this recent development!

Felix Ahlers. CEO at FRoSTA AG

A highly relevant book for every business executive and marketing student, offering in-depth analyses, a hands-on how-to programme, and rich case studies all in one. A unique and outstanding reference to deliver superior brand performance.

Glyn Atwal, Associate Professor at Burgundy School of Business and co-author of Luxury Brands in China and India

In the post-pandemic era, more and more spending goes to either products sold on price by mass retailers like Amazon or to brands, like Tesla, Fenty or Nike, selling prestige, purpose or values – at a premium price. JP and Wolfgang offer exceptional insights on how the 'Ueber-brands' of tomorrow

will offer increasingly demanding consumers the opposite of bland: an exceptional emotional bond that is priceless.

Erwan Rambourg, Managing Director Consumer & Retail Research at HSBC and author of The Bling Dynasty and Future Luxe: What's ahead for the business of luxury

A must-read for any marketer wanting to elevate a brand – and that is almost every one of us.

Erich Joachimsthaler, Founder and CEO of Vivaldi Group, co-author of *Brand Leadership* with David Aaker, and author of *Hidden in Plain Sight*

The first book by JP and Wolf extracted core principles that drive the success of modern Prestige brands. In fact, it showed that any brand can become peerless and priceless if it accrues meaning to people beyond the material. This book follows up with step-by-step instructions on how brand builders can go about elevating their brands and taking them 'Ueber' – above and beyond the crowd of competitors.

Frédéric Fekkai, Executive Chairman and Founder at Frédéric Fekkai & Co and Bastide

With *Brand Elevation* you will raise your branding game by learning about brands that have a higher purpose, that people aspire to have, that connect with stories, that reinvent the category, that energize with ongoing innovation, and overdeliver on the promise in so many ways.

David Aaker, Professor Emeritus at the University of California, Berkeley, Haas School of Business, author of many seminal books on brand strategy and marketing, and Vice-Chairman of Prophet

Honoured to appear in a book that so brilliantly champions how brands can positively reflect, express and guide who we are and how we see the world. – Peas & Love.

Ben Branson, Founder of Seedlip, and Co-founder of Æcorn, Home Grown Club and Birch

A well-curated, practical guide for brand builders who understand the value of values. Wolf and JP's thought-provoking Dream, Do, Dare framework will help you define and operationalize your brand purpose in a way that elevates profit as well.

Virginie Helias, Chief Sustainability Officer at Procter & Gamble

Brand Elevation

Lessons in Ueber-Branding

Wolfgang Schaefer and JP Kuehlwein



Publisher's note

Every possible effort has been made to ensure that the information contained in this book is accurate at the time of going to press, and the publisher and authors cannot accept responsibility for any errors or omissions, however caused. No responsibility for loss or damage occasioned to any person acting, or refraining from action, as a result of the material in this publication can be accepted by the editor, the publisher or the authors.

First published in Great Britain and the United States in 2021 by Kogan Page Limited

Apart from any fair dealing for the purposes of research or private study, or criticism or review, as permitted under the Copyright, Designs and Patents Act 1988, this publication may only be reproduced, stored or transmitted, in any form or by any means, with the prior permission in writing of the publishers, or in the case of reprographic reproduction in accordance with the terms and licences issued by the CLA. Enquiries concerning reproduction outside these terms should be sent to the publishers at the undermentioned addresses:

2nd Floor, 45 Gee Street 122 W 27th St, 10th Floor

London New York, NY 10001

EC1V 3RS USA New Delhi 110002 United Kingdom India

4737/23 Ansari Road

Daryagani

www.koganpage.com

Kogan Page books are printed on paper from sustainable forests.

© Wolfgang Schaefer and JP Kuehlwein, 2021

The right of Wolfgang Schaefer and JP Kuehlwein to be identified as the authors of this work has been asserted by them in accordance with the Copyright, Designs and Patents Act 1988.

ISBNs

Hardback 978 1 78966 468 3 Paperback 978 1 78966 466 9 eBook 978 1 78966 467 6

British Library Cataloguing-in-Publication Data

A CIP record for this book is available from the British Library.

Library of Congress Cataloging-in-Publication Data

Names: Schaefer, Wolfgang, author. | Kuehlwein, J. P., author.

Title: Brand elevation: lessons in ueber-branding / Wolfgang Schaefer and

JP Kuehlwein.

Description: London, United Kingdom; New York, NY: Kogan Page, 2021. I

Includes bibliographical references and index.

Identifiers: LCCN 2020043309 (print) | LCCN 2020043310 (ebook) | ISBN 9781789664669 (paperback) | ISBN 9781789664683 (hardback) | ISBN

9781789664676 (ebook)

Subjects: LCSH: Branding (Marketing) | Brand name products.

Classification: LCC HF5415.1255 .S39 2021 (print) | LCC HF5415.1255

(ebook) | DDC 658.8/27-dc23

Typeset by Integra Software Services, Pondicherry Print production managed by Jellyfish Printed and bound by CPI Group (UK) Ltd, Croydon CR0 4YY

CONTENTS

Preface: Welcome to the age of brand elevation ix

Acknowledgements xiii

PART ONE

Recap - The principles of Ueber-Branding™ 1

Principle 1: Mission incomparable – Having a distinct, brand-guiding Mission 3

Principle 2: Longing vs belonging – Balancing exclusivity and inclusion 9

Principle 3: Un-selling – Mastering the art of seduction 13

Principle 4: From Myth to meaning – Giving the brand soul 20

Principle 5: Behold the product! Making your product manifest the Myth 27

Principle 6: Living the dream – Letting the brand radiate from the inside out 33

Principle 7: Growth without end – Balancing scaling and brand building 38

PART TWO

How to – Six steps to elevate your brand 45

Step 1: Set Your Mission 53

Step 2: Write Your Myth 70

Step 3: Realize Your Dream 86

Step 4: Live Your Dream 98

Step 5: Find Your Ueber-Target 111

Step 6: Ignite All Targets 123

Summing up: The Ueber-Branding Model 141

PART THREE

Lessons – Ueber-Branding in action 147

- Case 1: TerraCycle From Mission to Myth to movement, or: How to 'eliminate the idea of waste' (by Tom Szaky) 149
- Case 2: Acqua di Parma The power of a mythical core, or: How to build your business and your equity simultaneously (by Laura Burdese) 162
- Case 3: Burt's Bees Growing an Ueber-Brand ground up, or: How purpose and profit can live in harmony (by Jim Geikie) 177
- Case 4: Starbucks The renaissance plan, or: How to leap ahead by going back to quality and service (by Samantha Yarwood) 196
- Case 5: Airbnb The importance of culture, or: How Airbnb found, launched and lives its purpose (by Douglas Atkin) 208
- Case 6: Lakrids Growth without end, or: How to scale a dream (by Peter Husted Sylvest) 227
- Case 7: YouTube Platform or brand of the future, or:

 How to be one when you are many (by Chris Dale) 242

EPILOGUE

Crises – Times of Ueber-Opportunities 255

References and further reading 264
Index 281

PREFACE

Welcome to the age of brand elevation

'Can we become an Ueber-Brand™ too? How do we do it? Is there a method beyond the principles? Where do we start? What are the musts? Where are the limits?'

Those were the kind of questions that reached us again and again after publishing *Rethinking Prestige Branding: Secrets of the Ueber-Brands*, through our blog, podcast or after talks at events. And they led to many inspiring connections and consultations with interesting brands of all kinds and backgrounds. Sometimes even more than we could respond to or take on, which started us thinking about this book.

We had laid out the theory of Ueber-Branding because we had learned in our daily work and by talking to other practitioners and experts how the world of brands and the way to build prestige was rapidly changing. Traditional approaches to brand building were being updated and upgraded with a focus on mission and mythical narratives, a more truthful, inside out approach to branding and much more culturally tuned go-to-market programmes. A new crop of Ueber-Brands, as we termed them, had begun thriving across categories and price points. Rising above peers and prices by pushing us as people and societies. Reconnecting the material with meaning, engaging us with new kinds of experiences and showing us how to move forward, in commerce and in culture. Elevating themselves by tapping into our desire to evolve and elevate ourselves and the way we work, live and shop. In short: It seemed we were entering an age of brand elevation – in everything and everywhere, for everyone.

But at the time, we weren't quite sure how far this concept could go and how broadly it could be applied. So, it was pleasing to see our idea of Ueber-Brands and the book becoming a new reference for so many marketers and academics alike. And we certainly did not have a set 'How To' programme yet. Yes, we had developed the theory and defined seven key principles. And it was all rigorously based on lots of research and our own 50+ years of combined experience in building brands across categories and countries. But a purpose-built and generally applicable methodology for how to apply this way of Ueber-Branding, a proven path to follow? Not so much.

It developed quickly, though – it had to. Because we were challenged and charged with real-life cases from big blue-chip companies as well as start-ups, from beauty to appliances, alcohol to food, detergents to service providers. Lots of very varied cases, which not only helped us develop ideas as we worked them. They also ensured that all was pragmatically sound and its success proven as it was emerging and advancing, forming and honing strategies with a built-in sense of reality and tactical power.

And after five years of development and 'test driving', here it is: Our freshly minted model, a six-step programme in three phases to elevate your brand. Made for marketing beginners as much as experienced masters, small brands wanting to grow as much as big ones looking to re-energize themselves. And relevant for all, across industries and sectors, from service providers or institutions to FMCGs or luxury purveyors. At least, this is what we aimed for.

The only ones this Ueber-Brand building programme is not made for are those who think they can keep on looking at brands as mere marketing instruments. Those that are solely profit-driven shareholders, versus widening their perspectives towards all stakeholders. Those that think a mission is mainly something for board rooms or entrance halls and are mostly concerned about value and not values.

This book is divided into three parts:

I. Recap of the theory

A brief review of the seven principles of Ueber-Brands as we laid them out and explained them in our previous book. Not to the same level of depth and detail, but with lots of new cases to demonstrate how the concept is more alive and kicking than ever.

II. The actual programme

Six steps undertaken in three phases and their respective 'to-do' lists, structured to guide you step-by-step through the process of building or evolving your own brand. Hands-on and illustrated through experiences, real-life examples and supporting diagrams.

III. Lessons from real life

Exclusive insights from successful Ueber-Brands. Experience reports and interviews from and with some of the most accomplished practitioners and industry experts. Giving you a heads up on pitfalls and opportunities as you embark on your journey to become an Ueber-Brand.

We hope the following pages will be worth your while, and will help and inspire you. With our first book scoring a rare 8/10 with the experts at

getabstract and, more importantly, a 4.8/5 with you at Amazon, a high bar has been set for this follow-up work. We hope to meet your expectations and would be happy to hear from you, as always, at authors@ueber brands.com. Because Ueber-Brands are never-ending stories. And so is learning how to build them.

Cheers! Wolfgang and JP

Scan the following QR code to access interview recordings, videos, websites, articles and other materials referenced in this book on our Bonus Material page at www.ueberbrands.com. There, you will also find more case studies and resources, our blog, podcast and a link to Ueber-Brand videos on YouTube.



ACKNOWLEDGEMENTS

We would like to particularly thank our brilliant case contributors Tom Szaky (TerraCycle), Laura Burdese (Acqua di Parma), Jim Geikie (Burt's Bees), Samantha Yarwood (Starbucks), Douglas Atkin (Airbnb), Peter Husted Sylvest (Lakrids) and Chris Dale (YouTube) for sharing their deep insights and hands-on experiences in what it takes to build a strong brand and elevate it.

And then there are the very many people who have inspired, enlightened, encouraged and supported us over these past five years as we have been pulling the Brand Elevation method and ultimately this book on it together. Some of you will not even be aware that you helped build, challenge, hone and refine the programme. Others and their brands we are not allowed to mention based on the confidentiality agreements we have signed. Thank you to all of you whether you are listed below or not.

Adrian Molina (Davos Brands/Aviation Gin), Alexandra Mühlbacher (Swarovski), Alyson Cayne (Haven's Kitchen), Andrea Davey (Tiffany & Co), Andrew Hyncik (Zeiss), Anna Borgogni (Kiehl's Since 1851), Anne Veronique Bruel (fresh Inc), Ariel Smullen (Mohawk Fine Paper), Arnaud De Schuytter (Baccarat), Arnaud Plas (Prose), Ben Branson (Seedlip), Professor Bernd Schmitt (Columbia University), Carly Rappoport (Prose), Chris Harrold (Mohawk Fine Paper), Cindy Groenke (MieleX), Claudia Kuhn (P&G), Dr Cordula Kueger (equity), Dave Rapaport (Ben & Jerry's), David Batstone (REBBL), David Bonney (ATHEIST Shoes), David LaRocca (State University of New York), Deb Malone (The Internationalist/Association of National Advertisers), Deniz Yamanel (Maille), Deryck van Rensburg (Pepperdine University), Professor Dominic Pettman (The New School), Dominique Debucquoy-Dodley (Burning Man Project), Erich Joachimsthaler (Vivaldi), Felix Ahlers (FRoSTRA), Francesca Ferrari (Acqua di Parma), Frédéric Fekkai (Bastide, Fekkai), Gabriel Eid (Origins), Gwen Whiting (The Laundress), Heidi Volpe (Patagonia), Herwig Preis (Select World), Ian Ginsberg (CO Bigelow), Jason Chrenka (ExxonMobil), Jason Waterworth (UP Public Relations), Jens Mueller-Oerlinghausen (undconsorten), Jess Morgan (Rapha), Joe Doucet (JDXP), John Goodwin (LEGO), Jonas Tahlin (Absolut Elyx), Judith Azoulay (P&G), Julie Eister (NHA), Julie Marchant-Houle

(Marley Spoon), Karen Snelwar (OXO), Kate Pomeroy (Pernod Ricard), Kelley Brescia (LEGO), Kendra Peavy (S'well), Kennedy Embree (Burt's Bees), Kristin O'Brien (ATHEIST Shoes), Laura Peterson (Ben & Jerry's), Leonardo Chavez (Kiehl's Since 1851), Lev & Alina (fresh Inc), Lia Winograd (Pepper), Maja Lindahl (Lakrids), Markus Langes-Swarovski, Mathilde Delhoume (LVMH), Maud Pansing (E&J Gallo Winery), Michaela Burger (Swarovski), Michael Sabbia (Galderma), Mike Lepre (Bertonni), Oliver Brunschwiler (Freitag), Pascal Dulex (Freitag), Patrick Shank (Ben & Jerry's), Paulo Pereira da Silva (Renova), Peter Rahal (RXBAR), Pieter-Jan Beyls (Beyl), Ramdane Touhami (Buly and Cire Trudon), Reuben Carranza (Luxury Brand Partners), Russ Klein (American Marketing Association), Professor Russ Winer (NYU), Sanaz Lotfi (UP Public Relations), Sarah Maria Carl (Lakrids), Professor Scott Galloway (NYU), Simon Sproule (Aston Martin), Suzanne Hader (John Hardy), Tarané Yuson (Yes Ideas), Tari Reinik (NHA), Tennille Kopiasz (fresh Inc), Thomas Noroxe (Joe & The Juice), Thomas Vince (L'Oréal), Tim Sayler (Audemars Piguet), Trisha Ayyagari (L'Oréal), Valentina Colombo (Acqua di Parma), Veronica Rajadnya (TerraCycle), Vincent Stanley (Patagonia), Virginie Helias (P&G), Yasar Hanli (Miele X), and Wolf's and JP's students at XU University, Potsdam, NYU Stern and Columbia Business School and the fine team at Kogan Page.

We dedicate this book to our families, partners and friends for always encouraging, supporting and humouring us and to the memory of Benoit Ams, founder of Smith & Norbu and a dear friend – Tu nous manques!