



## **A SYSTEMS APPROACH TO OPTIMAL RESULTS AND RETAINING TOP TALENT**

**SUCCESSFULLY ENGAGING, TRAINING AND  
UPSKILLING YOUR PEOPLE TAKES MORE THAN  
JUST AN OCCASIONAL TRAINING SESSION.  
IT TAKES STRATEGY.**

A thoughtfully designed workforce development strategy can reduce employee turnover, increase productivity, enhance your ability to leverage new technologies, improve customer service and lower costs. The right strategy can also improve safety and facilitate business expansion.

### **IF ANY OF THE FOLLOWING SCENARIOS SOUND FAMILIAR, WE CAN HELP:**

- You're spending too much time firefighting - and not enough time advancing your business goals
- You want your employees to see a long-term future with you and help the business succeed
- It's hard to find and hire good people - and even tougher to retain them
- It takes too long to train and upskill people (you never have enough time to do it "right")
- Some employees are "aging out" and their expertise will be missed as they do
- You don't have enough skilled people and robust processes to make the right decisions and solve business challenges
- You want to enhance and accelerate your people's development and career growth

### **OUR APPROACH IS A HIGHLY CUSTOMIZED PROGRAM:**

#### **✓ ESTABLISH YOUR ORGANIZATIONAL STRUCTURE & ALIGN IT WITH YOUR BUSINESS GOALS**

Ensure stability of where you are headed and how your plan will be communicated to your workforce.

#### **✓ BUILD YOUR TEAM & LEADER CAPABILITIES**

Create processes that help new and existing employees become efficient faster, drawing on their full potential to keep them engaged.

#### **✓ ENGAGE, UPSKILL & EMPOWER**

Solve business challenges with processes that focus on engagement, accountability and the ability to solve problems on a continuous basis

Our approach helps you systematically build your people's capabilities by engaging and training them, aligning them with your business direction, and preparing and empowering them to get value-added work done and help solve your business challenges.

### **THIS PROGRAM WILL ALLOW YOU TO ONBOARD, TRAIN AND RETAIN A PRODUCTIVE, EMPOWERED AND SATISFIED WORKFORCE BY:**

- Aligning your strategy and your people - and attracting, training and engaging them
- Developing your team leaders and building a strong training and development culture
- Engaging and empowering your people to solve your business challenges

# BENEFITS FOR MANUFACTURING BUSINESSES WHO TAKE ADVANTAGE OF WORKFORCE SOLUTIONS SYSTEM INCLUDE:

- 50%-90% decrease in time-to-proficiency for new hires
- 25% reduction in non-value-added work
- 25%-50% less turnover
- Larger hiring pool, with increases ranging from 30% to 100%
- Higher labor efficiency due to a more flexible workforce
- Long-term savings that allow for more specialized hiring
- Streamlined processes at every step in an employee's development

## OUR PROGRAM STARTS WITH A BUSINESS ASSESSMENT.

This no-cost, assessment will examine all facets of your workforce development and establish your current status plus identify areas where you can better align a strong workforce development plan to support your overall business strategy.

## NEXT, USING A COMBINATION OF TRAINING AND IMPLEMENTATION ENSURING THAT CHANGES ARE SUSTAINABLE, WE'LL HELP YOU:

- ✓ Chart an understandable path to solving your hiring and training challenges
- ✓ Deliver a measurably better and faster “upskilling” of in-house trainers and the development of standard work instructions
- ✓ Develop and coach your supervisors and team leaders
- ✓ Prepare your workforce to get value-added work done and solve business challenges

Our highly trained HR Consultants and Strategic Advisors help you review opportunities to achieve **improved productivity** and **consistent results** through creating strategies, processes and procedures that ensure workplace activities are tied to your organization's long-term strategic goals. **Our offerings include:**

### ORGANIZATIONAL STRUCTURE & ALIGNMENT

#### EXECUTIVES

- Strategic Planning
- Policy Deployment
- Executive Leadership Development
- Change Management
- Succession Planning

### BUILD TEAM & LEADER CAPABILITIES

#### MANAGERS | SUPERVISORS | LEADS

- People Systems Kaizen
- Training Within Industry (TWI)
  - Job Instruction (JI)
  - Job Relations (JR)
  - Job Methods (JM)
  - Job Safety (JS)
- Supervisory/Leader Standard Work
- Safety

### ENGAGE, UPSKILL & EMPOWER

#### INDIVIDUALS

- Toyota Kata
- Lean Enterprise Champion Program (LECP)

Learn how Impact Washington's targeted, customized and proven workforce development programs can help your company maximize employee engagement, satisfaction and productivity.

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