



FORWARD THINKING
CONSULTING

OMNIBRANDS EMPLOYEE WELLNESS EFFECT



A BRAND THAT CUSTOMERS
TRUST TO BELONG IN THEIR
MOST INTIMATE AND PERSONAL
OF SPACES

AREAS OF INTEREST

PROCESSES

- Invested in plant automation

PEOPLE

- Recent surveys

A COMPANY WHERE YOUR
EMPLOYEES, YOUR FAMILY,
TRUSTS THAT THEY BELONG AS
THEIR MOST INTIMATE AND
PERSONAL SELVES





FORWARD THINKING CONSULTING



Abby
Lee






Dillon
Smith



Jackson
Jaeger



Danish
Noorani



PHYSICAL
WELLNESS

ADDRESSING MANAGEMENT IN THE ERA OF AUTOMATION

OVERWORKED STAFF



WHY

“BUSINESSES BELIEVING THAT THEY ARE SHORT-STAFFED SIMPLY COMES DOWN TO THE MISALLOCATION OF AVAILABLE LABOR RESOURCES.”

HOW

ASSISTANT LINE MANAGER

- CROSS-TRAINED STAFF READY TO FILL GAPS IN STAFFING

HOW

ASSITANT LINE MANAGER

- CROSS-TRAINED STAFF READY TO FILL GAPS IN STAFFING
- ASSISTING MANAGERS IN IMPLEMENTING TASK FORCE INITIATIVE

HOW

ASSITANT LINE MANAGER

- CROSS-TRAINED STAFF READY TO FILL GAPS IN STAFFING
- ASSISTING MANAGERS IN IMPLEMENTING TASK FORCE INITIATIVE
- FACILITATING COMMUNICATION BETWEEN PRODUCTION STAFF AND MANAGEMENT AS A LIAISON

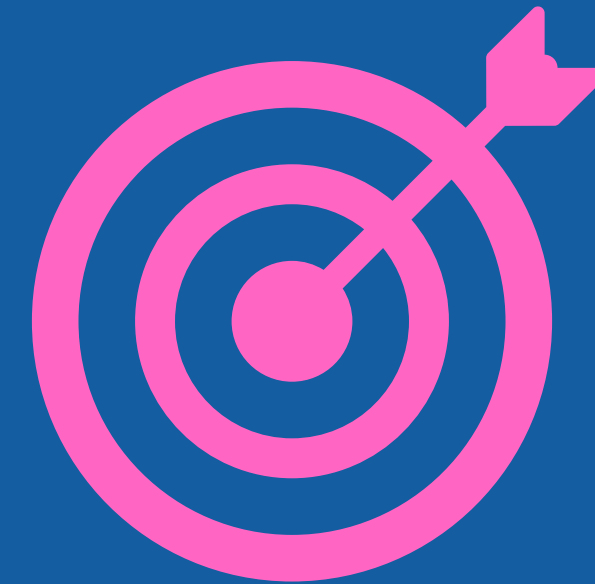
METRICS



UNDERSTAFFING
RESOLVED



OVERTIME
DECREASE



UNPLANNED ISSUES
(DECREASE)



MENTAL
WELLNESS

“OUR RESEARCH HAS SHOWN THAT BURNOUT DEPLETES US EMOTIONALLY, COGNITIVELY, AND PHYSICALLY, AND MANY STUDIES HAVE FOUND THAT THIS FORM OF EMOTIONAL LABOR IS LINKED TO JOB BURNOUT AND TURNOVER.”

ALICIA GRANDEY,
A PROFESSOR OF PSYCHOLOGY AT PENN STATE



DEI + EQ =

INCLUSIVE EXCELLENCE

WHY



SELF-REGARD



SELF-AWARENESS



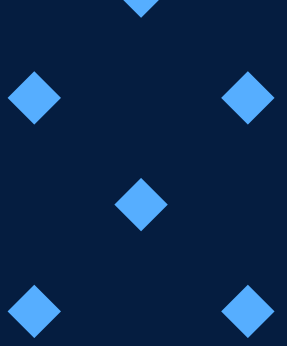
SELF-CONTROL



SOCIAL PERCEPTION

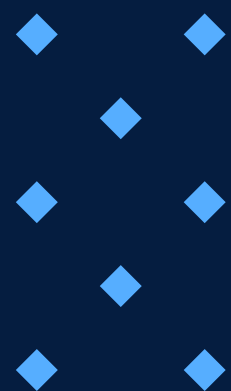


SOCIAL EFFECTIVENESS



HOW

BLUE EQ TRAINING
MANDATORY



COACH EMPLOYEES THROUGH
THEIR BLIND SPOTS

TURN OVER

WHY

77%



ready to learn new skills

70%



remain working
for an organization

HOW

TALENT DEVELOPMENT PLATFORM

- CROSS-TRAINING OPPORTUNITIES
- IMMEDIATE PLACEMENT
- QUALIFIED TECHNICIANS

TALENT DEVELOPMENT



JOB SATISFACTION



MOTIVATION



RECOGNITION

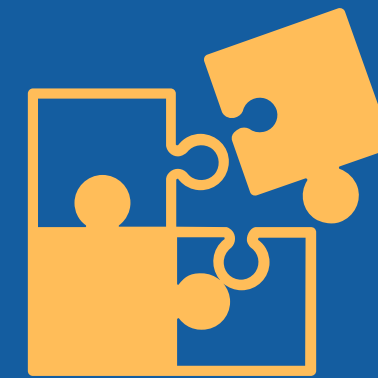
METRICS



TRAINING
COMPLETION
RATE



SURVEY DATA
(EQ & TALENT DEV)



ATTRITION RATE
(DECREASE)



SOCIAL
WELLNESS



INTERFAITH ERG GROWTH

Membership Promotion



Managerial encouragement for salary employee ERG leadership

Championing our Frontline Family



Flexible community events and religious celebrations boost morale

Business Results



- + ERG Active Member % Metrics
- + 26% Employee Innovation
- + 54% Sense of Belonging

SOCIAL WELLNESS WINS



Design a Multi-faith
Room



+1 Personal
Religious Holiday



Empowering
Knowledge Workers



HOW TO ADDRESS THE GAPS IN
WELLNESS SURVEY RESULTS?

TASK FORCES

EMPLOYEE ENGAGEMENT & EFFICIENCY TASK FORCE

10 FULL-TIME POSITIONS
(\$85,000 EACH)

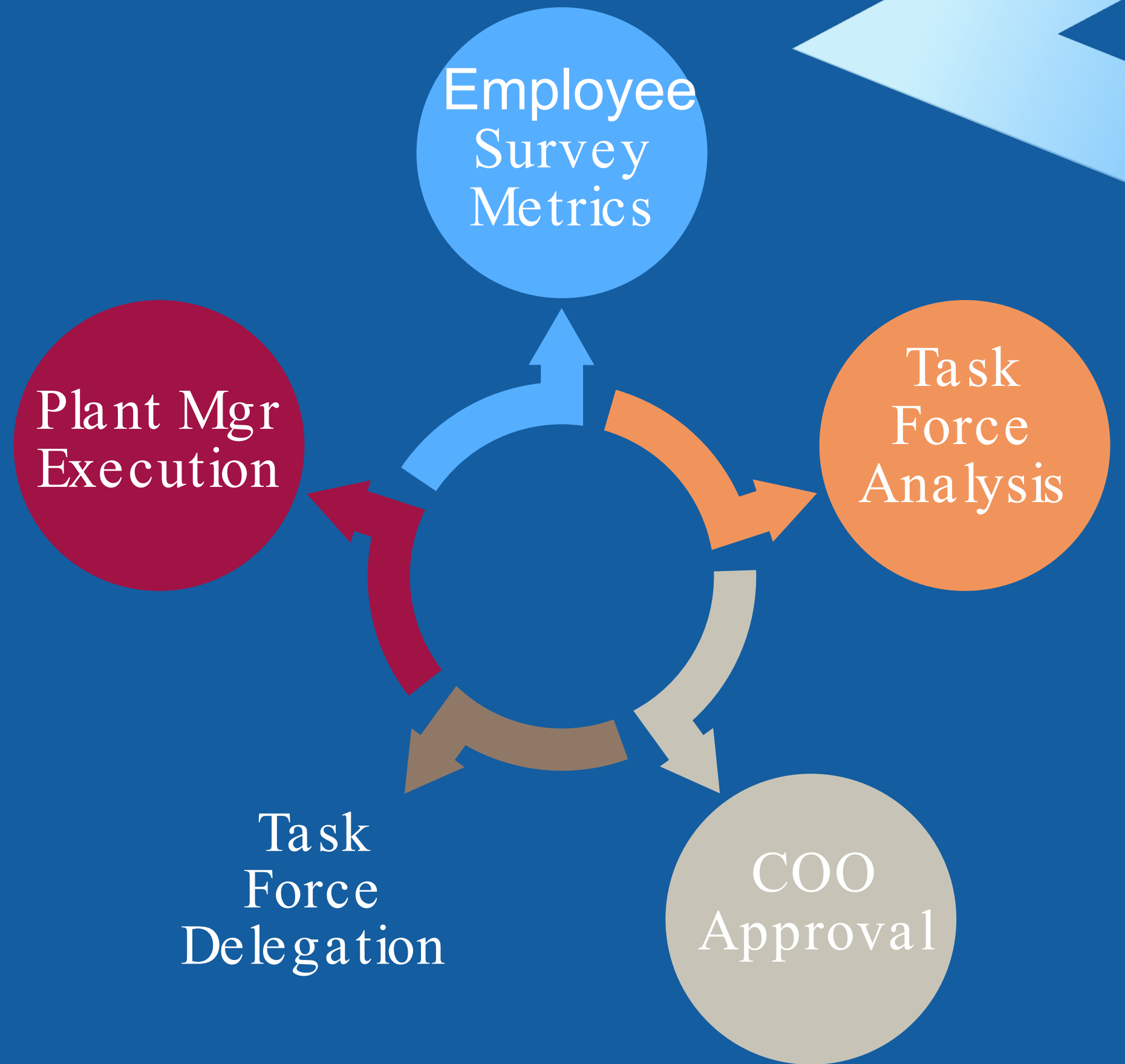
NANCY PEDERSON
DIRECT REPORTS

OVERSEE 30 PLANTS

REDI INDEX METRICS



EMPLOYEE ENGAGEMENT AND EFFICIENCY TASK FORCE



EMPLOYEE ENGAGEMENT AND EFFICIENCY TASK FORCE



Creates a
Feedback Loop



Fosters a culture of
mutual respect



Increases Employee
Engagement



SPIRITUAL
WELLNESS



SPIRITUAL
WELLNESS

PHYSICAL

MENTAL

SOCIAL

SPIRITUAL WELLNESS

MEANING & PURPOSE

AUTHENTICITY

VALUED AND WANTED

SENSE OF BELONGING

MEANING & PURPOSE

AUTHENTICITY

SENSE OF BELONGING

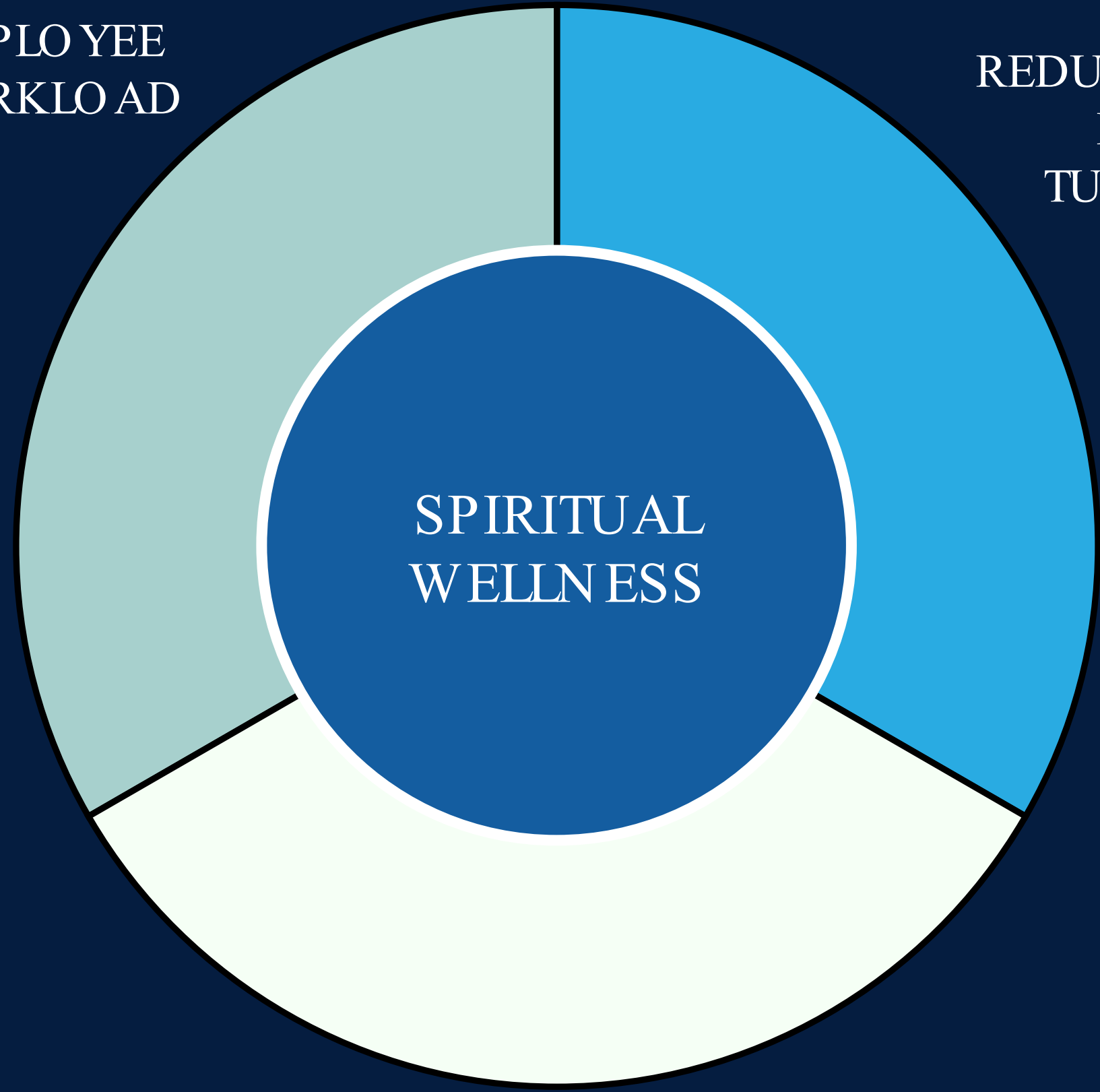
VALUED AND WANTED

ALLEVIATING
EMPLOYEE
WORKLOAD

REDUCING EMPLOYEE
BURNOUT &
TURNOVER RATE

SPIRITUAL
WELLNESS

IMPROVING EMPLOYEE
ENGAGEMENT





PRODUCTIVITY

HOLISTIC WELLNESS...



Fosters innovative
mindsets



Increases persistence
through challenges

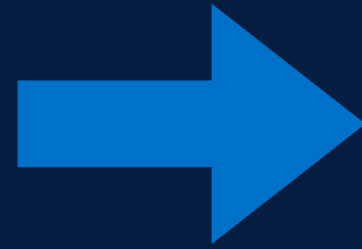


Promotes adaptability



Decreases recovery
after mistakes

BELONGING



PRODUCTIVITY

56%

INCREASE IN JOB
PERFORMANCE

50%

DECREASE IN
TURNOVER RATE

75%

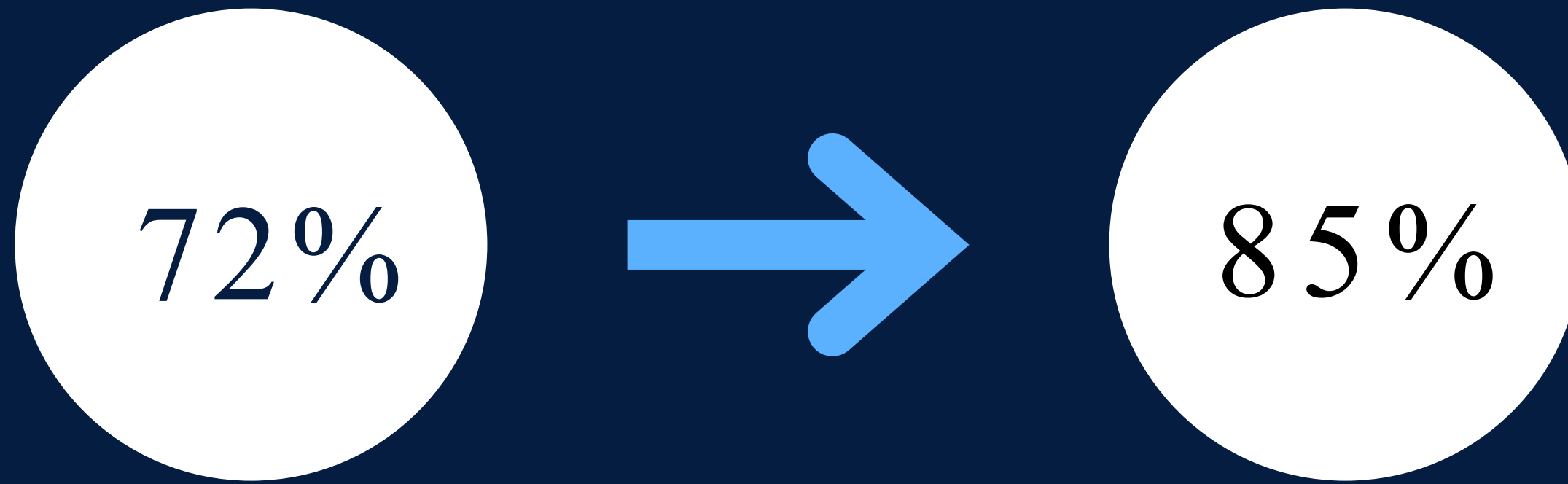
REDUCTION IN
SICK DAYS



PROFITABILITY

CONNECTING THE DOTS

INCREASING YOUR PROCESS RELIABILITY



INCREASE IN REVENUES

\$ 15 MILLION

PROFITABILITY BENEFITS

INITIAL COSTS


\$5.5 MILLION/ YR 1

CONTINUAL COSTS

\$5.0 MILLION/ YR 2+

5 YR WEIGHTED NPV

\$ 16 .6 MILLION



CLOSING THOUGHTS



A COMPANY WHERE YOUR
EMPLOYEES, YOUR FAMILY,
TRUSTS THAT THEY BELONG AS
THEIR MOST INTIMATE AND
PERSONAL SELVES



FORWARD THINKING
CONSULTING

THANK YOU



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APPENDIX

- Talent Development Dashboard
- Employee Engagement & Efficiency Task Force
 - Example Memo to Plant Mgr
- Implementation Time line
- NPV Chart
- Weighted NPV
- NPV Cases
- Expenses
- Revenues and Cost Savings
- Hourly Charts, New Mgr Costs and OT Savings
- Inputs: Employees and Plant Calcs
- Inputs: Task Force, Training, ERG
- Inputs: Savings and Revenue Drivers

MEMO

To: [Plant Manager's Name]
From: Employee Efficiency and Engagement Task Force
Date: February 8, 2024
Subject: Implementation of Employee Engagement Initiatives

Dear [Plant Manager's Name],

We hope this memo finds you well. As part of our ongoing efforts to enhance employee satisfaction, efficiency, and overall engagement within our plant, the Employee Efficiency and Engagement Task Force has conducted a thorough analysis of recent employee surveys. We are writing to present our findings and propose actionable initiatives to address identified areas of improvement.

Findings Summary:

After reviewing the survey responses from our employees, several key themes have emerged regarding areas where enhancements can be made to foster greater engagement and productivity:

Communication: Employees expressed a desire for clearer communication channels, particularly regarding organizational updates, project progress, and feedback mechanisms.

Recognition and Appreciation: Many employees highlighted a need for increased recognition and appreciation for their contributions, whether through formal recognition programs or more informal acknowledgment.

Professional Development: There is a notable interest among employees in opportunities for professional development, including training programs, skill-building workshops, and career advancement prospects.

Work-Life Balance: A significant portion of respondents expressed concerns about maintaining a healthy work-life balance, indicating a need for initiatives that support employee well-being and flexibility.

Proposed Initiatives:

In response to these findings, we recommend the implementation of the following initiatives:

Enhanced Communication Channels: Introduce regular town hall meetings, departmental updates, and a centralized platform for sharing information and soliciting feedback from employees.

Recognition Programs: Establish a formal employee recognition program to celebrate outstanding performance, milestones, and contributions. Additionally, encourage managers to provide more frequent and personalized feedback to their team members.

Professional Development Opportunities: Offer a range of professional development opportunities, such as workshops, online courses, mentorship programs, and career advancement pathways. Create a dedicated budget for employee training and development initiatives.

Work-Life Balance Support: Implement flexible work arrangements where feasible, promote mindfulness and stress management resources, and encourage managers to prioritize work-life balance discussions during team meetings.

Next Steps:

We request your support and collaboration in implementing these initiatives to address the identified areas of improvement and enhance employee engagement within our plant. We believe that by prioritizing the well-being and professional growth of our employees, we can foster a more positive and productive work environment.

We are available to discuss these recommendations in further detail and welcome any feedback or additional insights you may have. Thank you for your attention to this matter, and we look forward to working together to create a more engaged and efficient workforce.

Sincerely,

[Employee Efficiency and Engagement Task Force]

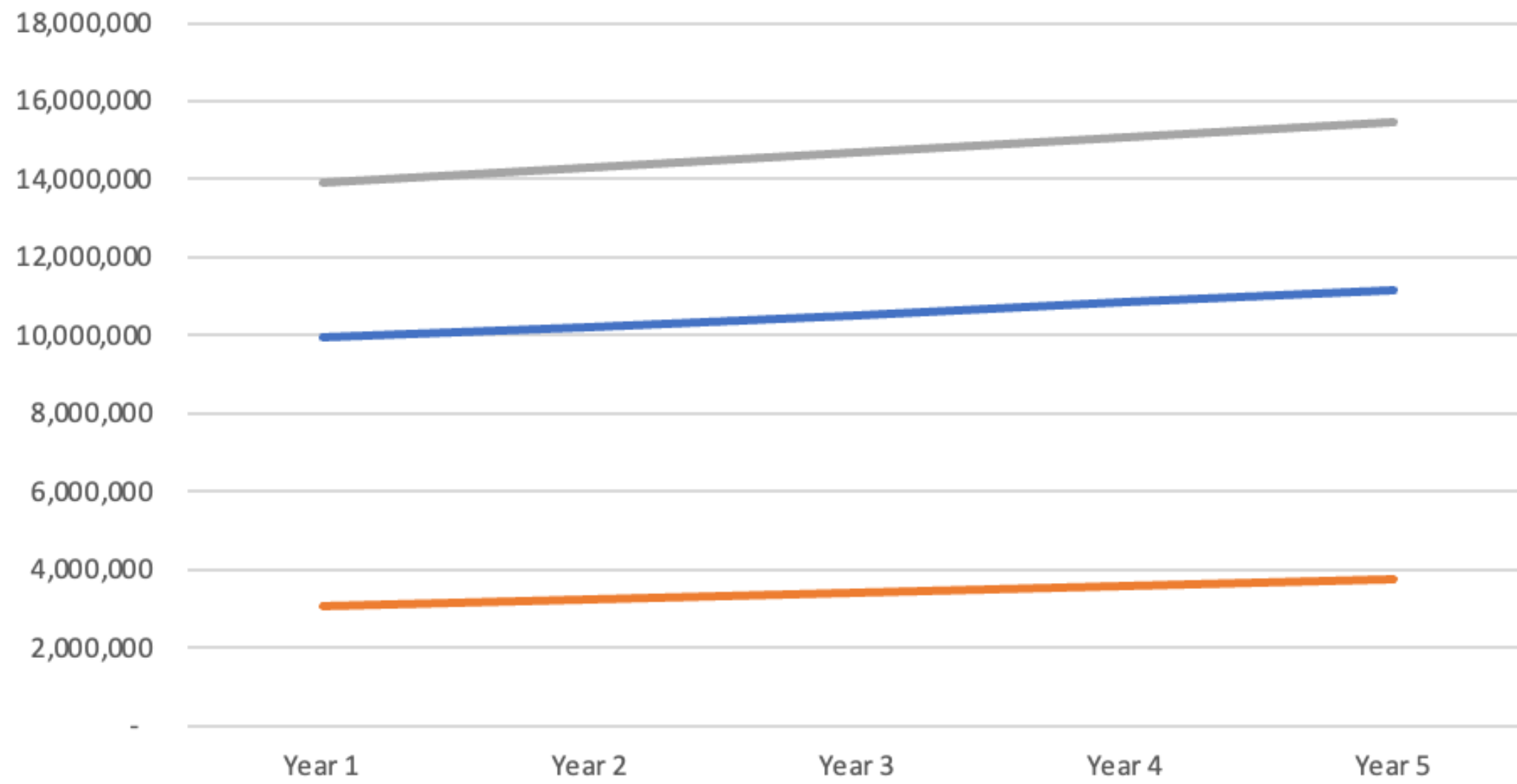
[Task Force Members' Names]

IMPLEMENTATION TIMELINE



Total Time :
< 6 Months

NPV Comparisons



Weighted NPV
\$16,585,996.54

Weighted IRR
146.02%

Weighted ROI
122.53%

NPV

Base Case		20% : discount rate					0.5
	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	
Cash Inflows		14,982,072	15,281,714	15,587,348	15,899,095	16,217,077	
Cash Outflow	5,556,815	5,053,645	5,055,355	5,057,151	5,059,037	5,061,018	
Net Cash Flow	-5,556,815	9,928,428	10,226,358	10,530,197	10,840,058	11,156,059	
NPV	\$21,352,830.90						
IRR	180.47%					ROI	152.79%

Pessimistic Case		20% : discount rate					0.35
	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	
Cash Inflows		8,614,512	8,786,802	8,962,538	9,141,789	9,324,625	
Cash Outflow	6,112,497	5,559,009	5,560,891	5,562,866	5,564,941	5,567,119	
Net Cash Flow	-6,112,497	3,055,503	3,225,912	3,399,672	3,576,848	3,757,506	
NPV	\$3,230,315.01						
IRR	45.39%					ROI	32.14%

Optomistic Case		20% : discount rate					0.15
	Year 0	Year 1	Year 2	Year 3	Year 4	Year 5	
Cash Inflows		18,727,200	19,101,744	19,483,779	19,873,454	20,270,924	
Cash Outflow	5,278,975	4,800,962	4,802,587	4,804,294	4,806,085	4,807,967	
Net Cash Flow	-5,278,975	13,926,238	14,299,157	14,679,485	15,067,369	15,462,957	
NPV	\$31,859,805.56						
IRR	266.02%					ROI	232.61%

EXPENSES

base case - expenses		increase: 5%				
	2024	2025	2026	2027	2028	2029
DLE additions	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160
Task Force	\$32,583	\$34,213	\$35,923	\$37,719	\$39,605	\$41,586
ERG Funding	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Room Renovations	\$25,000	\$0	\$0	\$0	\$0	\$0
Training Programs	\$597,072	\$117,272	\$117,272	\$117,272	\$117,272	\$117,272
SUM	\$5,556,815.33	\$5,053,644.50	\$5,055,355.13	\$5,057,151.28	\$5,059,037.25	\$5,061,017.51

worst case - expenses		increase: 5%					10%
	2024	2025	2026	2027	2028	2029	
DLE additions	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	
Task Force	\$32,583	\$34,213	\$35,923	\$37,719	\$39,605	\$41,586	
ERG Funding	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	
Room Renovations	\$25,000	\$0	\$0	\$0	\$0	\$0	
Training Programs	\$597,072	\$117,272	\$117,272	\$117,272	\$117,272	\$117,272	
SUM	\$6,112,496.87	\$5,559,008.95	\$5,560,890.64	\$5,562,866.41	\$5,564,940.97	\$5,567,119.26	

best case - expenses		increase: 5%					-5%
	2024	2025	2026	2027	2028	2029	
DLE additions	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	\$4,892,160	
Task Force	\$32,583	\$34,213	\$35,923	\$37,719	\$39,605	\$41,586	
ERG Funding	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	
Room Renovations	\$25,000	\$0	\$0	\$0	\$0	\$0	
Training Programs	\$597,072	\$117,272	\$117,272	\$117,272	\$117,272	\$117,272	
SUM	\$5,278,974.57	\$4,800,962.28	\$4,802,587.37	\$4,804,293.72	\$4,806,085.38	\$4,807,966.63	

REVENUES

base case - revenues							14.27
	2024	2025	2026	2027	2028	2029	
Engagement (0.5%)	\$8,731,404	\$8,731,404	\$8,731,404	\$8,731,404	\$8,731,404	\$8,731,404	
Retention (0.25%)	\$4,365,702	\$4,365,702	\$4,365,702	\$4,365,702	\$4,365,702	\$4,365,702	
Innovation (.05%)	\$1,591,200	\$1,591,200	\$1,591,200	\$1,591,200	\$1,591,200	\$1,591,200	
SUM	\$14,688,306.00	\$14,688,306.00	\$14,688,306.00	\$14,688,306.00	\$14,688,306.00	\$14,688,306.00	

worst case - revenues							8.00
	2024	2025	2026	2027	2028	2029	
Engagement (0.50%)	\$4,896,000	\$4,896,000	\$4,896,000	\$4,896,000	\$4,896,000	\$4,896,000	
Retention (0.25%)	\$2,448,000	\$2,448,000	\$2,448,000	\$2,448,000	\$2,448,000	\$2,448,000	
Innovation (.05%)	\$1,101,600	\$1,101,600	\$1,101,600	\$1,101,600	\$1,101,600	\$1,101,600	
SUM	\$8,445,600.00	\$8,445,600.00	\$8,445,600.00	\$8,445,600.00	\$8,445,600.00	\$8,445,600.00	

best case - revenues							18.00
	2024	2025	2026	2027	2028	2029	
Engagement (0.50%)	\$11,016,000	\$11,016,000	\$11,016,000	\$11,016,000	\$11,016,000	\$11,016,000	
Retention (0.25%)	\$5,508,000	\$5,508,000	\$5,508,000	\$5,508,000	\$5,508,000	\$5,508,000	
Innovation (.05%)	\$1,836,000	\$1,836,000	\$1,836,000	\$1,836,000	\$1,836,000	\$1,836,000	
SUM	\$18,360,000.00	\$18,360,000.00	\$18,360,000.00	\$18,360,000.00	\$18,360,000.00	\$18,360,000.00	

COST SAVINGS

base case - cost savings						
	2024	2025	2026	2027	2028	2029
Turnover	\$720,000	\$180,000	\$0	\$0	\$0	\$0
OT savings	\$3,334,656	\$833,664	\$0	\$0	\$0	\$0
Scrap Savings	\$225,000	\$56,250	\$0	\$0	\$0	\$0
SUM	\$4,279,656	\$1,069,914	\$0	\$0	\$0	\$0

biweekly hours chart						
	option 1	hrs	option 2	hrs	option 3	hrs
Sunday	day	12	off		night	12
Monday	day	12	night	12	off	
Tuesday	off		night	12	off	
Wednesday	off		night	12	off	
Thursday	night	12	night	12	day	12
Friday	night	12	off		day	12
Saturday	off		off		day	12
Sunday	off		off		day	12
Monday	day	12	day	12	off	
Tuesday	day	12	day	12	off	
Wednesday	off		day	12	off	
Thursday	off		off		off	
Friday	night	12	off		night	12
Saturday	night	12	off		night	12

	option 1	OT	option 2	OT	option 3	OT
hours worked	96		84		84	
week 1	48	8	48	8	48	8
week 2	48	8	36	0	36	0
total	80	16	76	8	76	8

OT cost savings

	shift 1	shift 2	shift 3
tech	\$ 200	\$ 200	\$ 200
asst line mgr	\$ 216	\$ 216	\$ 216
line mgr	\$ 232	\$ 232	\$ 232
biweekly total	\$ 42,752	\$ 42,752	\$ 42,752
yearly total	\$ 1,111,552	\$ 1,111,552	\$ 1,111,552

new line mgr costs

	option 1	option 2	option 3
asst line mgr	\$ 2,808	\$ 2,376	\$ 2,376
mgr increase	\$ 104	\$ 88	\$ 88
biweekly total	\$ 69,888	\$ 59,136	\$ 59,136
yearly total	\$ 1,817,088	\$ 1,537,536	\$ 1,537,536

mgr adds/yr	\$ 4,892,160
task force adds	\$ 33,333
training adds	\$ 60,000
total adds	\$ 4,985,493

EMPLOYEES			
current Direct Labor Employees (DLEs)	#	200	case
current DLE Technicians	#	160	case
current DLE Mgrs	#	24	case
current add'l DLE	#	16	case
proposed add DLE Asst Mgrs	#	24	case
EMPLOYEE RATES			
tech/ add'l DLE regular time	\$	25.00	case
tech/ add'l DLE overtime	\$	37.50	case
hourly increase - line mgr	\$	1.00	
mgr regular time	\$	29.00	
mgr overtime	\$	43.50	
asst mgr regular time	\$	27.00	
asst mgr overtime	\$	40.50	

FACTORY SALES CALCS			
TUP/ DLE - month	#	85,000	case
new total DLE	#	200	
TUP/plant - month	#	17,000,000	
months	#	12	
TUP/plant - year	#	204,000,000	
TUP/pack	#	10	
total packs produced /plant - year	#	20,400,000	
cost per pack	\$	6	
total pack sales - year	\$	122,400,000	
TUP/ DLE - month	#	85,000	case
new total DLE	#	224	
TUP/plant - month	#	19,040,000	
months	#	12	
TUP/plant - year	#	228,480,000	
TUP/pack	#	10	
total packs produced /plant - year	#	22,848,000	
cost per pack	\$	6	
total pack sales - year	\$	137,088,000	
increase in \$\$ - year	\$	14,688,000	
increase in sales % - year	%	12%	

TASK FORCE		
non unionized plants #	30	case
num. plants per task force member #	3	
task force employees #	10	
salary/ employee \$	85,000	glassdoor.com
total salary costs - yr \$	850,000	
benefits %	15%	glassdoor.com
benefits costs \$	127,500	
total costs for task force - yr/ company \$	977,500	
total costs for task force - yr/ plant	32,583.33	
ERG		
support costs/ per plant \$	10,000	https://diverst.com/erg-budget-guide/

TRAINING		
DEI /EQ mandatory training - month hrs	0.5	
DEI /EQ mandatory training - year hrs	6	
Tech training costs \$	41,400.00	
Asst mgr training costs \$	5,832.00	
Mgr training costs \$	6,264.00	
total DEI/EQ training time costs - yr \$	53,496.00	
training dashboard \$	100,000.00	https://www.pcmag.com/reviews/sap-litmos-lms
dashboard upkeep and maintenance \$	35,000.00	https://www.td.org/newsletters/learning-circuits/time-to-develop-one-hour-of-training-2009
training program/ employee \$	99.00	blueeq.com
total program costs/ plant \$	22,176.00	
replacement costs	15,000.00	case
talent development program / per employee \$	1,100.00	https://elmllearning.com/blog/how-much-does-employee-training-really-cost/
yr 1 employees #	24	
normalized employee #	6	
year 1 costs \$	386,400.00	
continual development costs \$	6,600.00	
total training costs \$	597,072.00	
continual training costs \$	117,272.00	

SAVINGS			
turnover employees % - month	%	4%	case
turnover employees - month	#	8	
new turnover employee % - month	%	2%	case
new turnover employee - month	#	4	
turnover costs	\$	15,000.00	case
turnover cost savings - month	\$	60,000.00	
turnover cost savings - year	\$	720,000.00	
scrap costs - hr	\$	75,000.00	case
unplanned down time events save - month	#	4	
avg downtime event length	mins	45	case
total downtime save -month	mins	180	
scrap savings	\$	225,000.00	
REVENUE DRIVERS			
Engagement Revenue Increase % - employee / 1%	%	0.50%	Kumar, V., & Pansari, A. (2015). Measuring the benefits of employee engagement. <i>MIT Sloan Management Review</i> , 56(4), 67-72.
retention revenue increase %	%	0.25%	https://www.netsuite.com/portal/resource/articles/human-resources/employee-retention-benefits.shtml
innovation revenue increase % - plant/ 1%	%	0.05%	https://www.imf.org/external/pubs/ft/wp/2004/wp04185.pdf
innovation impact	%	26	https://www.imf.org/external/pubs/ft/wp/2004/wp04185.pdf

OMNI TALENT DEVELOPMENT

Total Number of Courses

5
Enrolled Courses

0
Completed Courses



CULTURAL AWARENESS & BELONGING

In Progress - Enrolled on 04 May 2022

We're all looking for ways to get more productive. This course will share helpful productivity tips anyone can use to get more out of their day.

5 Modules 25% Start

Latest Badges

5 pts
Daily Learning

N/A
Level 1



UNCONSCIOUS BIAS

Not Started - Enrolled on 03 Feb 2022

Learn the fundamentals of the product and how to use it.

2 Modules 0% Start

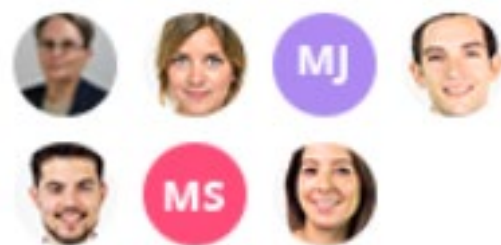
1
Hour Watched
Today



1,204
Survey
Questions Answered



7
Top Participants



Total Hours

Most Watch Training Videos



- Cultural Awareness & Belonging 37:45 h
- Unconscious Bias 16:22 h
- Emotional Intelligence 3:14 h
- Minority Myths 26:18 h



Patsy Norman
Waco, US

Watched hours
14 hours

Current Status
DE&I Level 2

Leaderboards
#1

% overall participation
48%

[Congrats Patsy!](#)

Total Active Users

DE&I Levi's Level 1

AVG 8,564



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