

Our Value Proposition

Building the Bridge Between Operational Best Practices and Employee Morale

Core Practice LLC designs and implements operations and labor strategies for companies requiring rapid and sustainable improvements. We work closely with management teams as well as employees and unions to capture savings most firms miss. Our team of experts, using our proprietary and proven process, consistently captures 11% to 17% of total annual labor costs, starting 12 to 16 weeks from the beginning of the engagement. Core Practice works with a wide variety of industries that have seasonal or variable demand.

Our experts have experience delivering cost savings to such industry leaders as Bank of America, Bell Canada, Blue Cross Blue Shield, Kohl's, BMW, Abbott Labs, Exelon and General Electric. The Core Practice process is validated by results and is done on a fixed cost basis. We measure our success through the cost savings we achieve for our clients, with typical annual returns in excess of 500%. Our unique approach can augment the already powerful internal resources working to constantly improve.

Core Practice develops detailed strategies and then involves employees to ensure the maximum cost savings are implemented while mitigating risks. In the first of two phases, the Core Practice consulting team works with the management team to develop specific goals. In this first phase the consulting team gathers and analyzes data for 6 to 8 weeks comparing current practices to our benchmarked best practices. This detailed study, called an Operations and Labor Strategy Review, results in an itemized list of cost saving and profitmaking opportunities combined with the strategies required to capture the savings.

The second phase, which also lasts 6 to 8 weeks, involves working closely with employees and the management team to implement the strategies identified in the first phase. By working at the right level of the organization, we gain "buy-in" from employees and avoid unnecessary roadblocks. This helps circumvent potential problems such as union challenges, slowdowns or other adverse effects that can result from trying to implement major operational changes. Along with our expertise, we rely on our extensive database of over 3.5 million employee data points that we use to compare similar industries and situations. This allows us to customize solutions while minimizing risks.

Armed with labor and operations strategies as well as employee buy-in, the initiatives can now be fully implemented to achieve the cost savings. Changes can include everything from new staffing levels and scheduling systems for employees, to the consolidation of multiple facilities and improved processes and procedures.

Core Practice implements new plans directly with the workforce and educates the employees as to how the new plan will work and what it means for them. This hands-on approach at the employee level, combined with our employee database and industry best practices allows Core Practice to achieve significant additional operational savings that most firms miss.

Core Practice, while working on a fixed fee basis, has a firm commitment to the process and stays until the job is done, and done well.

To learn more about Core Practice and what we do, please contact:

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