

Executive Briefing #2 – Executive Alignment: Labor Strategy



Building the Bridge Between Operational Best Practices and Employee Morale

Get Your Management Team Focused.

Whether your operations team has 5 years or 50 years of experience, everyone has their own opinion of the best labor strategies. Managers and executives all have strong feelings about topics including 12-hour shifts, weekend work, overtime levels, high turnover and low retention as examples. There are right and wrong ways to approach all of these topics and, especially post-merger, alignment is a major challenge. Management teams need to achieve alignment on the foundational strategies before long-term improvements can be made. Without this alignment, management teams are often headed in different directions with no clarity around the best strategies.

The Core Practice Labor Strategy Workshop is a half-day interactive meeting that uncovers hidden costs relating to operations and labor strategy. It is an abbreviated master class in labor management. Our strategic consulting group will review your current practices and share real options to rapidly capture cost savings. Your management team will leave with new insights and real examples of solutions like flexible scheduling, low cost labor practices, and inventory and customer service optimization. Three key areas will be covered during the session:

Best Practices

With over 20 years experience in a wide variety of industries, the Core Practice team will cater the workshop to your specific challenges. By looking at proven success stories from market leaders, your management team will learn both new ways to improve operations and how to avoid expensive mistakes. This section of the workshop will also review your specific labor cost structure and strategies to minimize adverse costs. Example schedules will be drawn to help clarify your challenges. The management team will be encouraged to debate all of the points.

Uncovering Hidden Costs

Core Practice constantly updates its database of the top hidden costs segmented by industry. Whether the management team is concerned about overtime, idle time,

Core Practice is a leading provider of operational and labor strategy consulting services with over 20 years of experience designing, developing, and implementing innovative labor solutions. Core Practice's labor strategies combine the best people with the right equipment at the right time and provide clients with a competitive advantage. Core Practice has worked extensively with clients in manufacturing, distribution, contact center, and mining industries. To learn more about Core Practice and what we do, please contact:

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missed revenue opportunities, employee morale, productivity, customer service, flexibility, or support scheduling (to name a few) this section of the workshop will provide focus. Often management teams are concerned about such a wide range of issues that major opportunities get lost in the shuffle. This exercise will prioritize key initiatives, attach dollars to them, and the group will work on next steps.

Capturing the Value

Opportunities do not hold any value if they cannot be implemented. At the end of the workshop Core Practice will share implementation secrets, change management strategies, and a proven methodology. Employee benchmarks will provide context around the difficulties of change management in shift work operations and highlight several areas of sensitivity.

If any of this topic interests you, we can help. To find out how we actively engage all areas of your workforce and develop an actionable strategy to drive employee morale and cost savings, contact John Frehse at Core Practice: 212-534-0539.

Notes: