

What if you could...

...recoup IT investment to improve employee scheduling, retention and productivity?

With Proudfoot, you can.

A 66 YEAR OLD PRIVATELY OWNED PACKAGED FOOD MANUFACTURER had undergone expansion through acquisitions and rapid product innovation over the past 10 years.

The executive team was faced with two paths. Give up on previously invested IT spend and trust another software vendor to provide a new IT solution to deliver the needed ROI. Or take a step back, determine what went wrong and course correct to realize the full value of the initial investment.

Proudfoot was engaged to provide a rapid assessment with recommendations to improve labor planning and scheduling across the enterprise. Proudfoot quickly determined the existing software was capable of this, and with the proper engagement across the numerous business owners and hourly employees, the system could yield the needed benefits and functionality.

"Proudfoot was chosen over the other firms because of their people first approach, we were right... Proudfoot quickly engaged all shifts and departments building trust in the new processes, tools and policies"

- SVP Supply Chain



A TRANSFORMATIONAL APPROACH

- 1 Align corporate policy owners, business functional owners, plant leadership and IT to agree on business process integration points and create a seamless end to end process?

STAKEHOLDER ALIGNMENT

- 2 Gain early involvement, user testing and deliver rapid prototyping, to accelerate improvements and adoption of policies, process, tools and information systems?

AGILE PROGRAM MANAGEMENT

- 3 Engage 300+ hourly, supervisors and managers to understand labor and skills deployment across shifts and functions, to collaboratively re-engineer and standardize the labor, training, certification and scheduling processes, and implement new vacation and time management policies organization wide?

CHANGE AT SCALE

- 4 Accelerated adoption and compliance to the new ways of working at all levels, through on-the-floor, at the point of execution, one-up coaching and guidance?

CHANGE AT SPEED

- 5 Created SKU based labor maps for each position within the facilities enabling production and labor planners to accurately baseline capacity and skill requirements.

OUTCOMES DELIVERED

REMARKABLE RESULTS

Realization of the original software ROI through successful implementation of labor planning and scheduling system.

- Production employees auto-scheduled based on production plan (by SKU)
- Predictable locked two week rolling work schedules for employees
- Labor and skill requirements integrated into capacity forecasting and planning
- Labor utilization and effectiveness accurately calculated and aligned to business planning and reporting

92% Of employees auto-scheduled

5 Hour reduction per week per supervisor in administrative work

10% Redeployment of under utilized, high skilled labor

50% Reduction in new hire turnover