

Timekeeping & Scheduling Optimization Helps Manufacturing Organization Boost Performance While Reducing Compliance Risk

▶ CHALLENGE

After the partial implementation of a WFM system configured in a way that did not allow the company to take advantage of timekeeping and scheduling automation capabilities, the use of a manual, paper timesheet system across the company had become the standard.

This spreadsheet-based system—used inconsistently across locations and in plants where a WFM solution had been implemented but abandoned—was labor-intensive and error-prone, putting the company at a high level of risk in terms of compliance with collective bargaining agreements, labor laws, and fatigue management regulations.

▶ SOLUTION

Current State Assessment, Recommendations & Roadmap

A team of Workforce Insight consultants met with the company's key stakeholders to get in-depth information about the current state and performed a thorough analysis of the company's existing scheduling system and its compatibility with current and future business needs.

The Workforce Insight team was able to advise the company that there was no need to completely abandon their current WFM investment if use could be re-instituted and expanded across the company. The team also made recommendations regarding the enterprise-wide implementation, and developed a roadmap outlining a path toward meeting the specific needs of each of the company's sister plants.

Business Process Standardization

To ensure that the timekeeping and scheduling solution would be a scalable and sustainable application for the organization, Workforce Insight collaborated with the client to create standardized timekeeping and scheduling processes across the enterprise. The solution would be developed to accommodate these processes, facilitating training, user adoption and overall long-term maintenance.

Enterprise-wide Timekeeping & Scheduling Solution Implementation and Optimization, including Training and Change Management Services

The Workforce Insight team of consultants provided best-practice guidance and oversight of the enterprise-wide timekeeping and scheduling implementation, including resolving existing configuration issues and providing complete testing, rollout, and post-implementation support. Workforce Insight's experienced trainers and Prosci-certified change management specialists were an important component to the project, developing and delivering instructor-led end-user training and change management services, as well as developing and executing a communication plan for relaying important information about the change across the organization.

CLIENT PROFILE

Large, Independent
Petroleum Refining
Products Manufacturer



Locations: 3 Plants



Employees: 1,000