

Make Work Feel Good.™

Case Study Highlights



CLIENT SUCCESS:

Safety IFR Reduction:

Strategy Development and Implementation

INDUSTRY:

Manufacturing, Management and Distribution Services

AREAS IMPROVED:

Psychological Safety, Diversity and Inclusion & Belonging, Organizational Health/Effectiveness, Employee Engagement, Leadership Development, Strategy Planning and Implementation, Workplace Safety

Problem

Client sought We Optimize Work (WOW) to improve how leaders approached safety across 3 plant locations. Safety IFR was at a rate of 4.1, well above the manufacturing industry average, and company objective was set to be lower than 2.4 for the year.

The WOW Approach

Findings from our WOW proprietary assessment highlighted gaps in near miss reporting due to lack of psychological safety in the workplace, Preventative measures were not clearly defined or visible for safety incident reduction. Lack of employee engagement and inclusion with front line employees on decisions considered for continuous improvement. WOW developed a robust safety improvement strategy with implementation that included the creation of safety subcommittees involving both leaders and front line employees, defined clear policies & procedures with safety audit schedule and build out Leadership Safety Development Curriculum and Programming.

Success

- Time Lost To Employee Injury Improved By 81%
- Year-End Safety IFR 1.84
- 52.9% in Safety IFR Cost Reduction Rate Improvement



CLIENT SUCCESS:

Organizational Objective:

Internal Employee

Engagement Improvement

INDUSTRY:

Fortune 500 Banking and
Financial Services Company

AREAS IMPROVED:

Employee Engagement, Diversity
and Inclusion, Leadership
Development, Workplace
Satisfaction, Organizational
Health/Effectiveness

Problem

Client established organizational objective to improve internal employee engagement. Leaders were appointed to drive initiatives supporting the objective. First year team engagement for one of the largest market locations was at 35%. We Optimize Work (WOW) was sought to help identify gaps, develop a strategy and programming that could be replicated across all market locations.

The WOW Approach

Findings from the WOW proprietary assessment showed key success outcomes were not aligned to overall company objective. Existing competency levels to impact strategic engagement for employees internally varied amongst leaders. WOW facilitated strategy days with leaders, developed a strategic roadmap and conducted performance pulse checks to maintain consistency in strategy implementations.

Success

- Employee Engagement Improvement of 216% within the first 12 months of post-strategy development and programming implementation.



CLIENT SUCCESS:

Making It Easier To Business Internally – Hybrid and Remote Work Effectiveness

INDUSTRY:

Technology Service Provider

AREAS IMPROVED:

Employee Engagement, Diversity and Inclusion, Leadership Development, Workplace Satisfaction, Organizational Health/Effectiveness, Psychological Safety, Strategy Planning and Implementation

Problem

A corporate executive found no impact on turnover after transitioning to hybrid work model 2 yrs prior. We Optimize Work (WOW) was sought out to identify potential solutions.

The WOW Approach

Findings from the WOW proprietary assessment showed gaps in middle management clarity and competencies around leading teams effectively in hybrid work settings. Many leaders reported feeling overwhelmed and experienced burnout due to increased demand to carry out strategic objectives in a hybrid work environment. WOW created a phased roadmap to simulate hybrid work engagement approaches. Company-wide hybrid work guidelines were standardized with key success outcomes to allow leaders the ability to personalize their engagement approach. Leaders participated in a series of facilitated development sessions to further improve engagement and satisfaction for them and their team.

Success

- Employee Engagement and Satisfaction Rates Improved by 37%, \$2Million Dollar Cost Savings In Turnover Reduction, Engagement and Productivity Improvements Made