

OmniBrands

Newtown Plant Evaluation

Team 10

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Table of Contents

01
Current State

02
Key Productivity
Trends

03
Implementation
Strategy

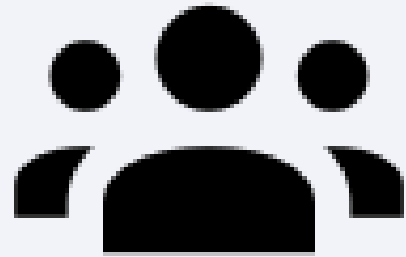
04
Next Steps

05
Q&A

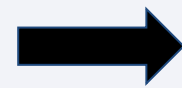
06
Appendix

01 Current State

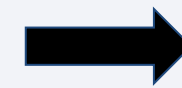
The Current State of the Newtown Plant



Morale



Productivity



Profitability

People are at the Very Center of our Business



- 1 Integrity**
We consistently strive to do the right thing.
- 2 Stewardship**
Building a better company for future generations, acting with an owner mentality, developing our people and helping improve communities and the global environment.
- 3 Respect for the Individual**
We value differences.
- 4 Excellence**
We thrive on excellence, setting high standards and pursuing continuous improvement in all aspects of our work.

Newtown Plant: Employee Wellness Survey Results

Results

Background: Plant workers completed a 16 question survey related to McKinsey Health Institute's four quadrants of holistic health: physical, mental, social, and spiritual.

Scale: 1 = strongly disagree and 5 = strong agree

Findings:

- Highest average scores were for social and physical health.
- Lowest score was for spiritual health, then mental health.
- Two questions with the lowest scores were stated as:
 - "There is a space for spiritual or personal reflection if needed."
 - "The company culture supports diverse spiritual and personal beliefs"
- Employees cited they missed out on religious events and did not feel they had time to pray or meditate during work hours.
- This survey concluded employees did not feel that the workplace supported their spiritual health.

Average Scores

Physical Health

3.18

Mental Health

2.17

Social Health

3.37

Spiritual Health

1.99

Considerations for Enhancing Spiritual Health at Work

Why Now?

Recognizing different faiths can lead to greater employee engagement

Globalization has interconnected economies, cultures, and societies

Increasing curiosity to understand others' belief systems

What Should We Consider?

Misinterpretation of the interfaith program

Creating collaborative and respectful environments for all beliefs

Employees are not comfortable sharing their religious beliefs

02 Key Productivity Trends

Faith Boosts Productivity in the Workplace

To retain status as a leading employer within manufacturing, OmniBrands should prioritize employee's spiritual well-being beyond just their mental wellbeing.

80%

of the global population identifies as highly religious.

-

"Employees in **faith-friendly organizations** report higher job satisfaction, **better productivity**, lower turnover, and fewer uncivil behaviors."

-Coalition for Faith & Media

"A **religiously diverse workplace** is not just a *nice to have* practice; it's increasingly becoming a **must have for business** and company leaders."

-Harvard Business Review

"Employees at **diversity-supportive businesses** are more engaged and perform better at work because they are able to **innovate and stay responsive** to changing customer needs."

-Deloitte

Unifying the Workplace

Interfaith ERG primarily caters to our corporate employees, which begs the question:
How do we incorporate our plant workers in these Interfaith ERG initiatives?

When you align your organization's values with both your strategy and the values of your employees—creating *values alignment*—you reap all sorts of benefits:

- 1 Higher job satisfaction
- 2 Lower turnover
- 3 Better teamwork
- 4 More-effective communication
- 5 Bigger contributions to the organization



Key Productivity Trends

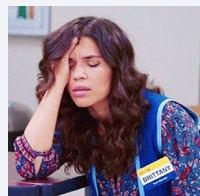
According to the McKinsey Health Institute, holistic health enhances workplace efficiency and employee wellbeing

Employee Morale & Productivity:



Companies with highly engaged workforces are **21% more profitable** and 17% more productive than those with disengaged staff.

Post COVID Employee Burnout:



Essential workers never received a reprieve from spikes in COVID supply chain demand.



Employee Holistic Wellbeing:

Organizations must prioritize people and purpose over processes to create a workplace culture driven by empathy and focused on holistic employee well-being.

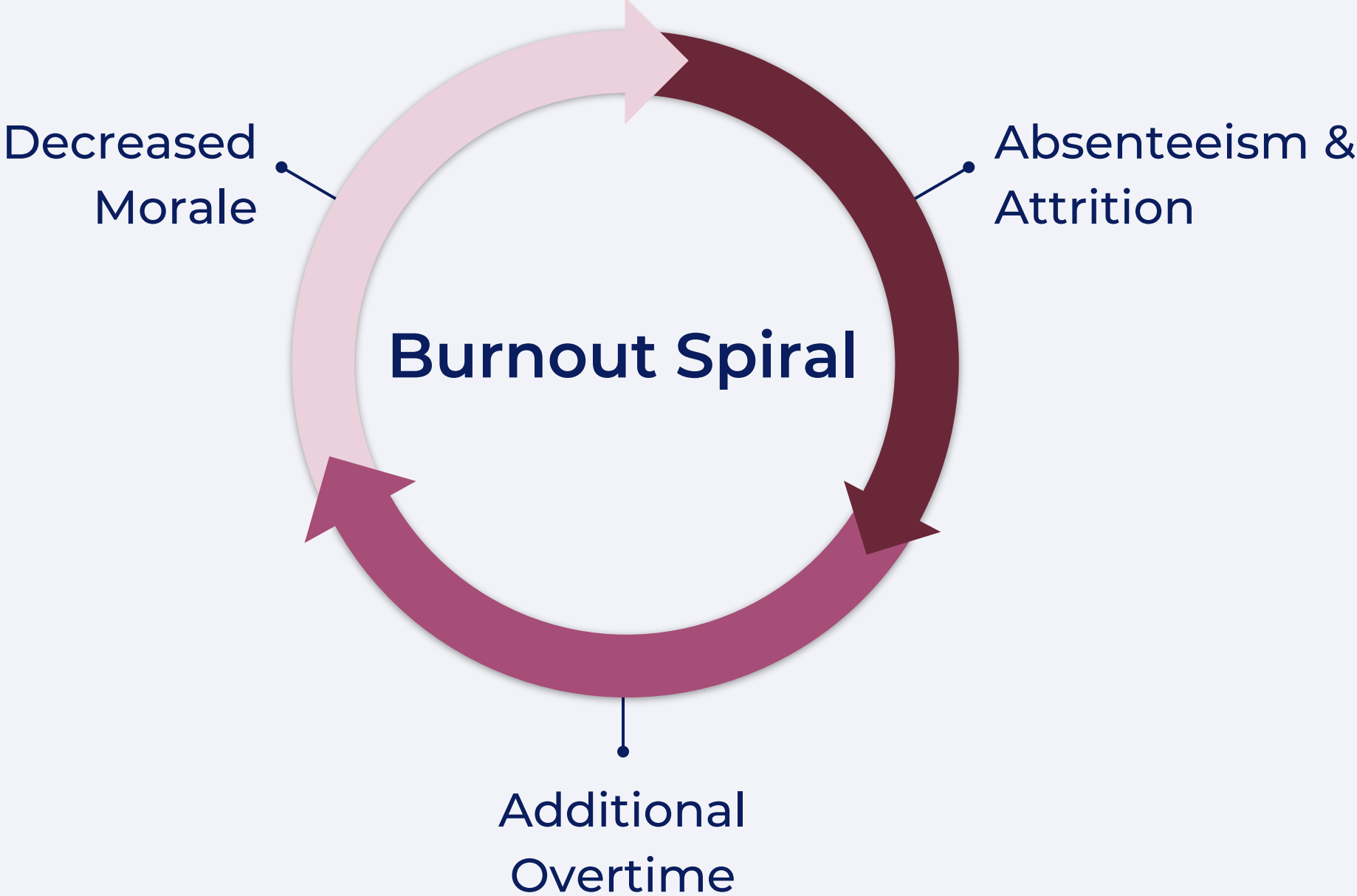


Alignment of Company Values:

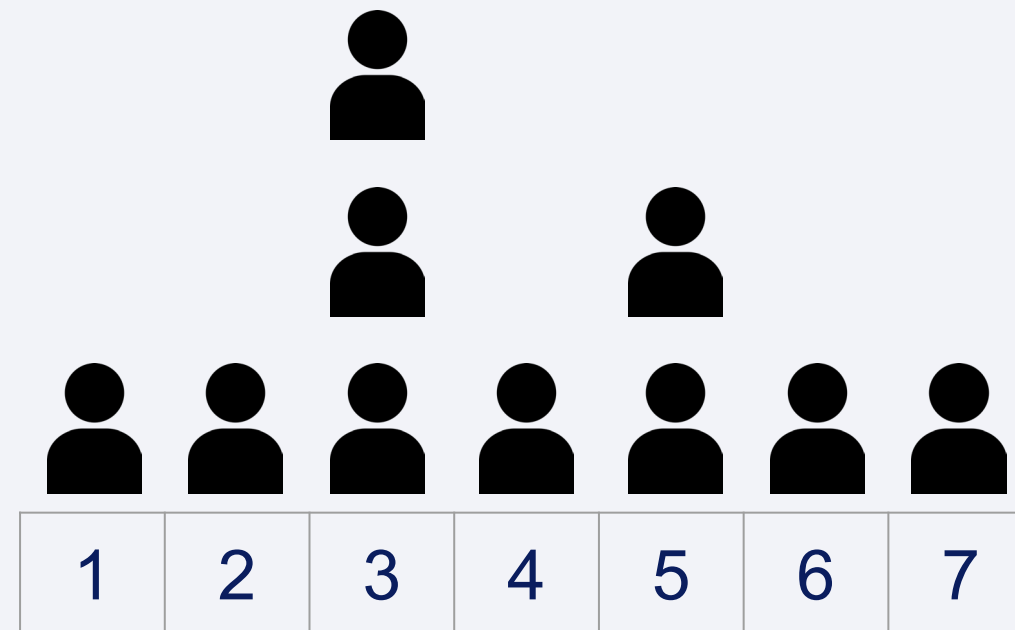
An increase in values alignment between employees and companies is the equivalent of a 40% raise.

03 Implementation Strategy

Our Employee's Current State

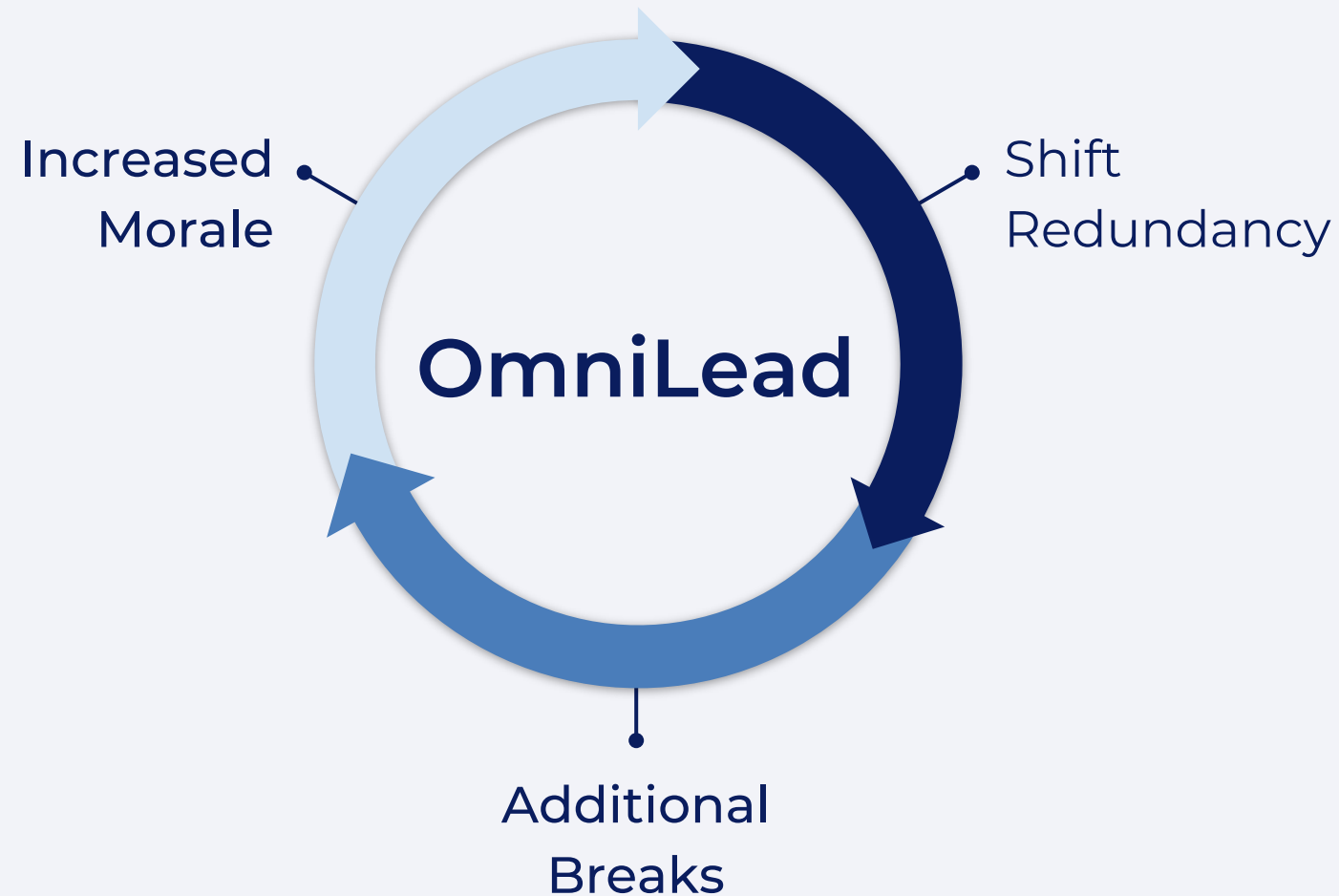


OmniBrands Current Model



Current Staffing Model

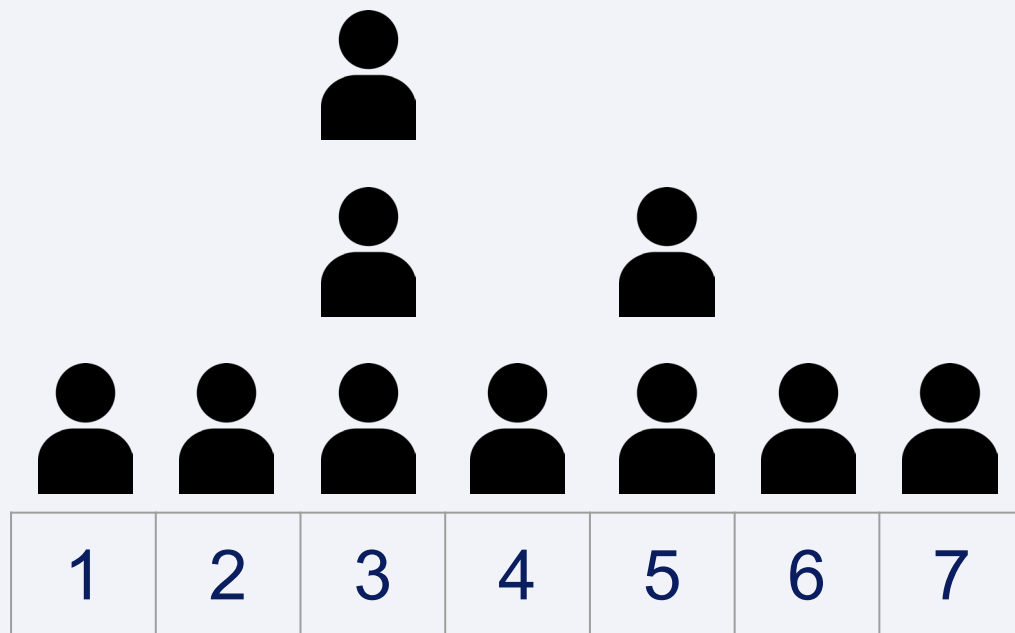
OmniLead Program Benefits



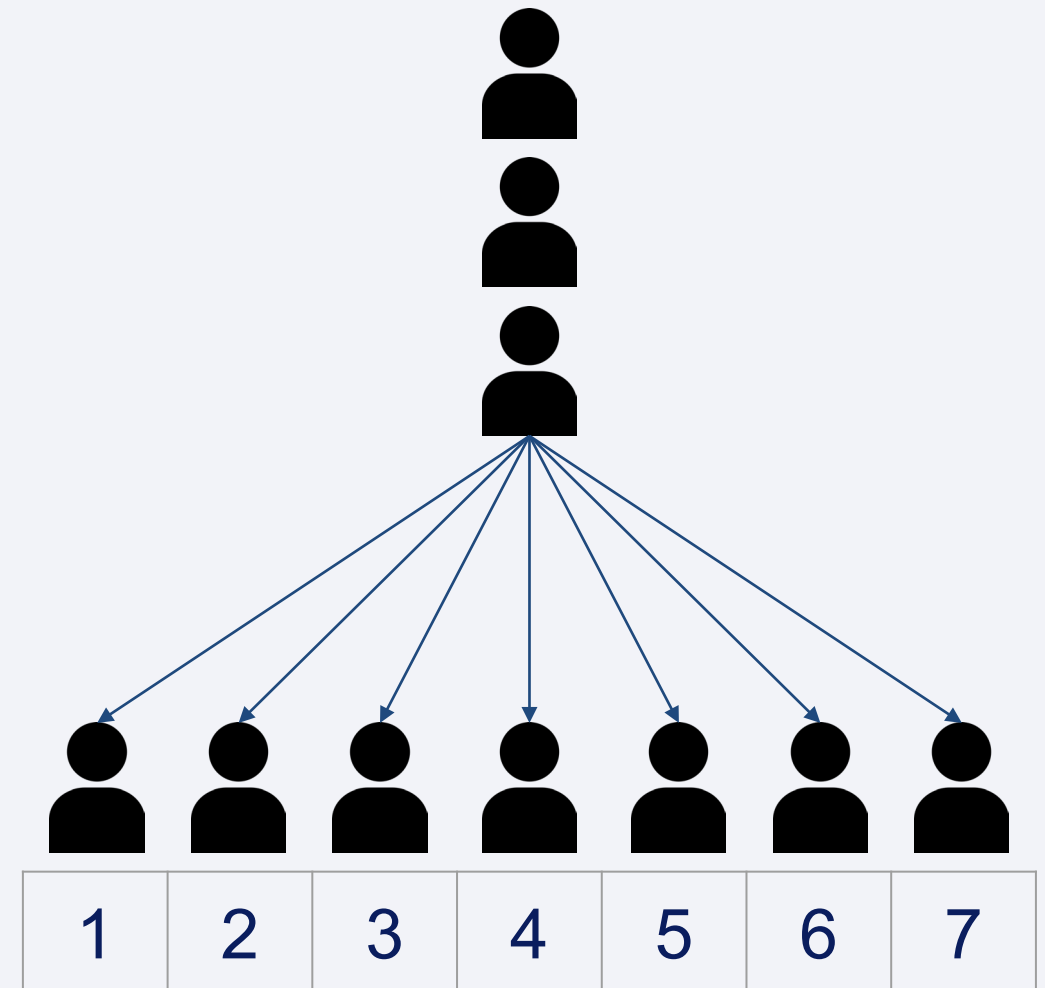
OmniLead is a manager apprenticeship model program designed to:

- 1. Increase productivity & morale in the plant*
- 2. Provide a monetary bonus to dedicated employees*
- 3. Serve as liaisons between corporate and plant workers*

Enhancing our Model

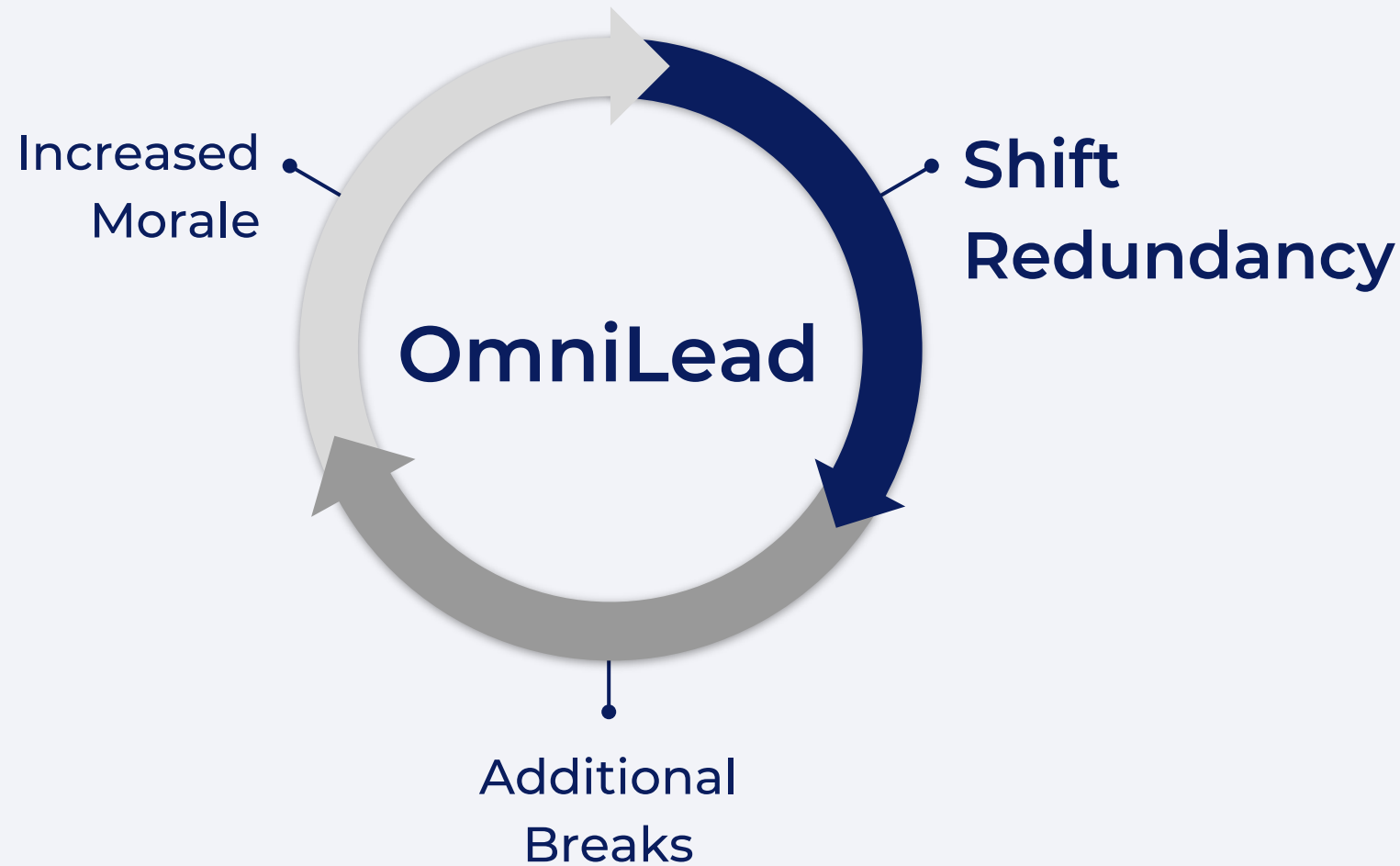


Current Staffing Model



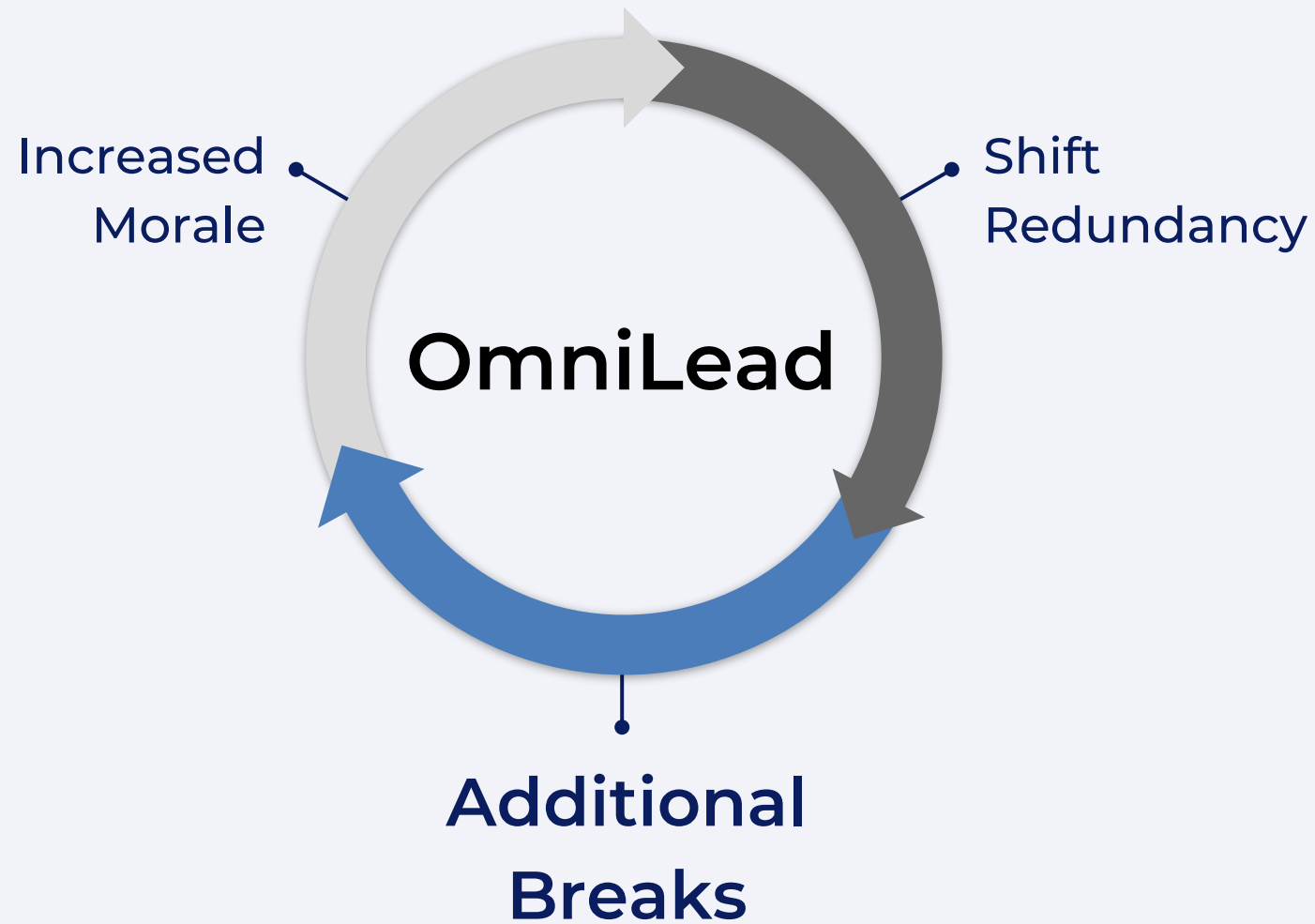
Team with OmniLead

OmniLead Benefit: Shift Redundancy



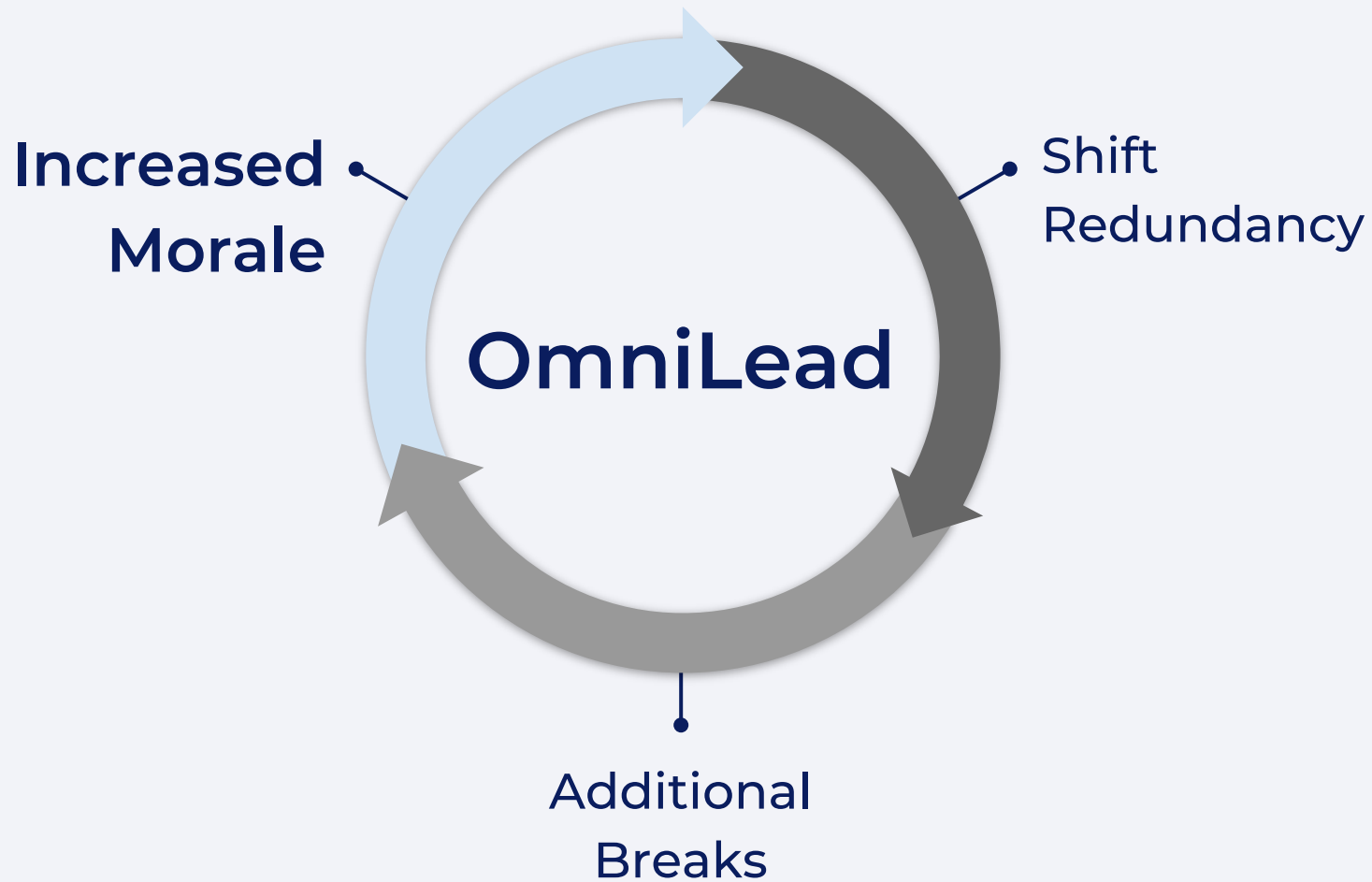
OmniLeaders will provide redundancy across all roles in the case of an absent team member

OmniLead Benefit: Additional Breaks

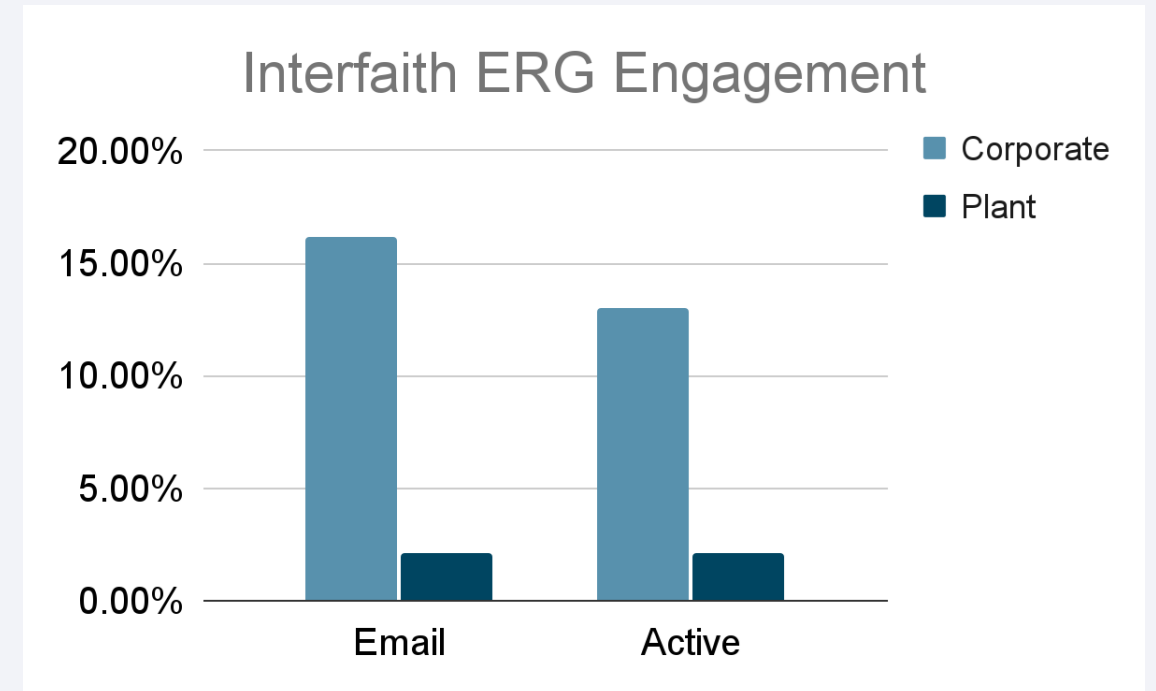


		Line Position						
		1	2	3	4	5	6	7
Shift Hour	1	OL1					OL2	
	2		OL1		15 min			OL2
	3			OL1		15 min		
	4	15 min					15 min	
	5		15 min		OL1			15 min
	6			15 min		OL1		
	7	OL2					OL1	
	8		OL2		15 min			OL1
	9			OL2		15 min		
	10	15 min					15 min	
	11		15 min		OL2			15 min
	12			15 min			OL2	

OmniLead Benefit: Increased Morale



OmniLeaders will champion ERG initiatives and connect their teams to these initiatives



OmniLead Implementation



Gradual Rollout

2024 Q1: Newtown Shift 2

2024 Q2: Newtown Plant

2025 Q1: Oldtown Plant

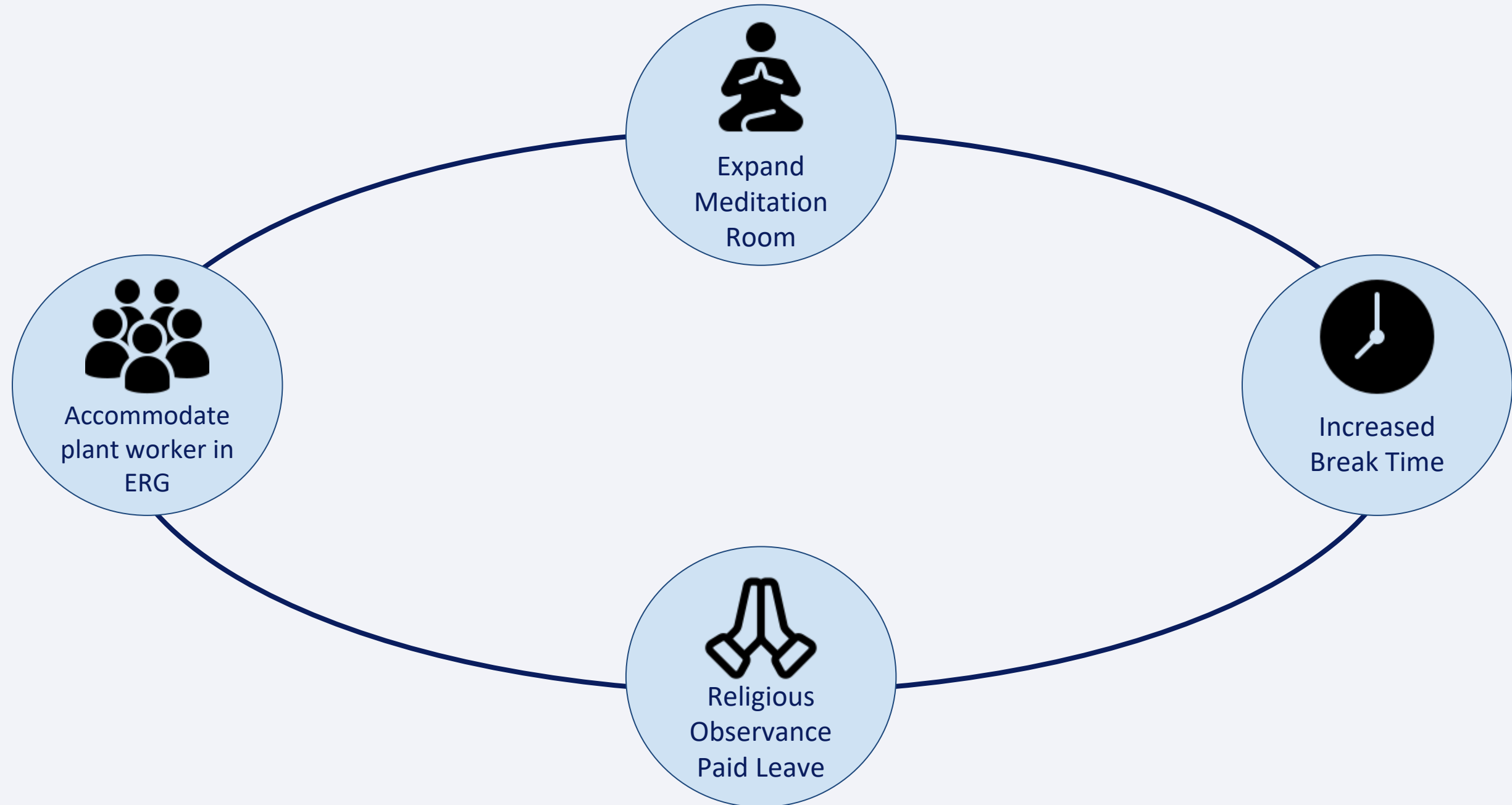
Metrics for Success *(reviewed quarterly)*

Employee Wellness Survey

Overtime hours and absenteeism

Productivity (Units Produced/FTE)

Redefining our Interfaith ERG



Financial Consideration

The new OmniLead staffing model will increase operational efficiencies and decrease costs

\$2-3M

savings in **human errors**
(50% reduction)

\$1-2M

savings in **overtime**

\$2-3M

savings in **retaining employee base**

Projected Financials with OmniLead

The old staffing model led to a major issue with understaffing and human error in the maintenance and cleaning of the machines, whereas now workers are incentivized to stay engaged due to free time and apprenticeship program

(\$M)	2023A	2024P	2025P	2026P	2027P	2028P
Net Sales	\$125	\$138	\$142	\$146	\$151	\$155
COGS	44	44	45	45	46	46
Gross Profit	81	93	97	101	105	109
% margin	65%	68%	68%	69%	70%	70%
Opex	19	19	19	20	20	20
Operating Income	63	74	78	81	85	89
% margin	50%	54%	55%	56%	56%	57%

04 Next Steps

Next Steps

Scale **OmniLead** by utilizing Newtown as a pilot plant

Focus on the feedback loop of a **quarterly wellness report** to ensure successful results of changes

Refining the **Interfaith ERG program** to integrate plant workers and increase their overall productivity

05

Q&A

“Employees prosper and exceed their potential in organisations that value them as people and not just a means to a profitable end.” -World Economic Forum

06 Appendix

Sources

Key Trends

- <https://www.mckinsey.com/mhi/our-insights/reframing-employee-health-moving-beyond-burnout-to-holistic-health>
- <https://www.tandfonline.com/doi/full/10.1080/13678868.2023.2238246?src=recsys>
- <https://www.wellable.co/blog/employee-engagement-statistics-you-should-know/#h-4-companies-with-the-highest-rates-of-employee-engagement-are-21-more-profitable>
- <https://www.benefitnews.com/news/a-majority-of-frontline-workers-still-feel-expendable-after-covid>
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- <https://www.annualreviews.org/doi/pdf/10.1146/annurev-orgpsych-110721-041458>

Considerations

- <https://hbr.org/2023/06/where-religious-identity-fits-into-your-dei-strategy>
- <https://zipdo.co/statistics/employee-productivity/>