

# ADVANCED MANUFACTURING

## TEN WAYS TO SUCCEED IN AUSTRALIAN MANUFACTURING

INSIGHTS FROM PEERS, THE PUBLIC AND AMGC

### Way 9. Build your workforce and culture

- ✓ Prioritise company culture
- ✓ Encourage internal job shadowing
- ✓ Create an innovative environment



Many skills gaps can be filled by developing the abilities of existing employees. Company culture has a big effect on employee retention and many successful manufacturers make it a priority. Creating a collaborative culture can make businesses more productive and innovative.



**15%** of manufacturers report a lack of skilled people in their business\*



This lack of skill is a **barrier to general business activities** and a **barrier to innovation**

“We are often able to retain, based on culture, even though workers can get paid twice as much at [competitor].”

~ Western Australian manufacturer

\* 10 Ways to Succeed in Australian Manufacturing, page 59

## HOW TO CREATE AN INNOVATIVE ENVIRONMENT AND ENCOURAGE COLLABORATION:

- ✓ **Be transparent and consistent** ) Frame expectations for your employees
- ✓ **Considering how staff fit in culturally** ) Consider how a person relates to and will contribute to the core values of the organisation
- ✓ **Empowering staff to speak up** ) Forums enable employees to have a say and value when their responses been genuinely listened to
- ✓ **Responding productively to risk-taking** ) Accept failure as a necessary evil, so that employees feel safe to take risks
- ✓ **Providing continued learning opportunities** ) The necessary pathway to meet future needs to modernise and stay relevant
- ✓ **Increasing diversity** ) People can raise issues and go against the grain
- ✓ **Making regular communication the norm** ) Hold frequent check-in meetings
- ✓ **Holding participatory meetings** ) Supervisors step aside and encourage workers to share
- ✓ **Bringing diverse teams together** ) A variety of perspectives can lead to new insights and prevent groupthink
- ✓ **Avoid silos** ) Encourage people to work across a variety of teams
- ✓ **Changing the physical environment to encourage collaboration** ) Setting up the workplace to encourage regular communication