



Reduce production losses and employee turnover by onboarding faster, training better, and sharing knowledge in the factory.

The Redzone Connected Workforce Solution takes frontline productivity to new levels, and the Learning module personalizes everyone's employee experience to streamline onboarding and improve retention.

Modern training methodologies are cookie-cutter, classroom-based and haphazard, with a one-size-fits-all approach focusing more on checking the boxes than developing the skills needed to excel at ones' job.

Redzone Learning takes a more engaged approach, putting skills and career development in the hands of each employee resulting in better knowledge retention—in context of their job—in an on-demand, self-service platform that is intimately connected with the skills and behaviors coached-in with the Redzone Way.

Users	Skills Matrix				
	Packing Operator	Machine Operator	Utility	Filler Operator	QA Tech
Hugo	★	★	★	●	
George	★	●	●	●	
Leonardo	★	●	▲		
Arkell	★	●	●		
Indu	★	▲	●		★
Stephen	★	●			
Lucy	★	●			
Su	▲	●	●		
Zoe	●	●	●		
Kiandra	●	○			
Mayke	●				
Jesse	○				

Purposeful Onboarding

Treat your new hires like a member of your team from day one.

- Make every new hire feel welcomed and valued with a factory-wide welcome
- Team them up with the right people with the right experience to ensure rapid success with a dedicated buddy and a team of specialty mentors to learn the best ways to work with the team from the start
- Rewarded behavior is repeated behavior, so give growing employees the kudos they deserve with recognition that is visible to everyone in the factory

Customized Career Paths

Turn a job into a career that continues to grow and expand.

- Easy to follow Skills Matrix to show the skills a team has and the opportunities an employee has to grow into
- Increased agility with clear training packs and activities to aid in cross-skilling
- Self-service career progression to keep frontline workers on track and growing forward

Experience on-Demand

Make it easy for new starters to learn new things with lessons at your fingertips.

- Learn the best ways to do things just like you do at home with YouTube™
- Short videos generated by frontline experts on YOUR equipment and processes
- Easily add new ideas and details to video lessons so team mates can continuously improve processes

On-the-Job Training That Matters

Augment onboarding with continuous learning available throughout the factory.

- Seed teachable moments with lessons to make it easy to learn or refresh as required
- Make every task approachable with multimedia work instructions where and when they are needed with a simple QR code scan from the iPad.
- Step-by-step *How To* videos produced by your local experts, not actors

The Redzone Journey



“ With Redzone’s help we went from a situation where we thought we were lacking talent, to one where we have a full pipeline of emerging leaders from the shop floor. ”

Cory Jensen
COO, Marianna Beauty

Redzone’s Learning Module builds on top of the existing Redzone solutions to increase employees’ skills and productivity starting from day one. Guided onboarding with designated buddies and mentors, ensures smooth transition into the company and multimedia work instructions linked directly from the relevant locations and equipment in the factory ensure your workers are never more than a click away from help. With the self-service *Skills Matrix* and learning packs, employees can take ownership of their development and their careers.

Typical Outcomes

Significant reductions in quality mistakes and downtime through faster and better onboarding.

More engagement through increased productivity and confidence.

Improved retention driven by a more rewarding employee experience.



The Redzone 90-Day Program

90 days is the perfect amount of time to create meaningful process and behavioral change without overwhelming your organization. The repeatable, predictable program consists of:

- A short preparation phase to get you and your environment ready
- Development of an agreed-upon success plan
- Create onboarding plan, including CEO welcome video, and buddy system
- Implement on-demand work instructions for key tasks that align with business priorities
- A factory-wide celebration to communicate success to the whole company and reward your teams for their cross-skilling

Predictable Outcomes

The average factory in the Redzone Community is losing around \$1.6M annually due to short-staffing and a lack of cross-skilling. The Learning module significantly reduces that loss through increased cross-skilling and a better employee experience.

- Teams can easily identify skills gaps using the 3-by-2 rule of thumb and the Skills Matrix
- Teams share knowledge freely and rapidly with a system that captures their experience forever
- Employees own their career path through learning packs, and cross-skilling
- Individuals and teams are recognized for sharing knowledge cross-skilling, and career progression