



9 Things You Can Do Right Now to Connect Workers

Start connecting your workers today with these 9 strategies.

1

Empower them to solve problems together

While solo or management-driven problem solving is often necessary in a pinch, workers will feel far more successful and connected when they tackle challenges with their peers. It helps them think outside the box and remember that support is all around them. Encourage your frontline teams to address solutions together and dig into the root cause to prevent a reoccurrence.

2

Facilitate digital, integrated cross-team communication

Plants that have a digitally connected workforce solution see a **71% increase in communication**. This results in connected employees who feel empowered to speak up, regardless of their position in the organization. Research digital solutions that can deliver these outcomes for your team, or use existing company technology to make it happen.

3

Celebrate individual and team achievements

Make an effort to celebrate everyone's individual and team achievements. Internal recognition fosters a more positive work environment, and employees will experience a **73% increase in feeling competent and recognized at work**, leading to an increase in employee retention.

4

Create worker fluidity with automated tools

Build a culture of continuous improvement with self-serve training tools so workers can cross-train and upskill. This helps frontline employees complete more tasks, creating a self-fulfilling cycle of employment, action, and success.

5

Offer long-term employee benefits to reduce employee turnover

Employee turnover disrupts worker connections. You can foster better relationships within teams if those teams work together for long periods. Entice workers to stay by offering long-term benefits like learning opportunities and career advancement, instead of relying on short-term perks like bonuses.

6

Encourage new ideas and reward them publicly

Digital connection helps eliminate physical, language, and organizational barriers, making it easier to share ideas up, down, and horizontally. Ensure that good ideas are implemented no matter where they come from.

7

Document tribal knowledge, ideas, and suggestions so they are easy to find

Digitally collecting and storing ideas and suggestions allows frontline workers to participate in the conversation and share knowledge with teammates and other departments. With devices that have the ability to easily record videos and document processes, employees can share tips and tools to do their jobs better — to the benefit of all employees and the company.

8

Conduct regular shop floor huddles, handovers, and Kaizens

Cross-functional frontline teams collaborate through regular huddles, handovers, and Kaizens. These meetings help teams develop a cycle where they solve problems together, build trust through the shared experience, and improve their problem-solving skills.

9

Buddy-up during new employee onboarding

In a connected workforce, new employees are supported by experienced workers who know their jobs well and can help them develop their skills. Assigning work buddies to new hires helps them build competence and confidence quickly so they feel comfortable in their new position and engaged with their new coworkers.

Did you know?

Engaged workers drive improvements at factories. Plants that are 90 days post-deployment of QAD Redzone see, on average, a 74% increase in engagement, a 29% productivity increase, and a 32% decrease in employee turnover. Read more about how to get these results for your plant:

[2022 Frontline Workforce Engagement Study: The results from 50 factory onsite assessments](#)



What is a Connected Workforce Solution?

A connected workforce solution is a digital software tool that assists workers in staying engaged and gaining productivity and efficiency on the job. The technology can have a number of valuable features, including user-friendly interfaces, cloud-based collaboration tools, wearables and sensors, and mobile devices and app usage. Evaluate your needs and choose the platform that helps your organization achieve its goals.

