

## PLANT & FIELD OPERATIONS ENABLEMENT

Gladius understands and appreciates the unique challenges and opportunities of communicating to and engaging with plant and field operations teams. Managing challenges like dispersed geographic locations, technology barriers and diverse roles to deliver engaging, relevant and effective workforce communication can significantly impact your organization's success. Harnessing these benefits and overcoming these obstacles happens to be our specialty.

### DELIVERABLES

✓ Our team specializes in creating customized communication strategies that bridge identified gaps, ensuring your message reaches and resonates with every employee, no matter where they are.

✓ Bringing consistency to and building credibility for your workplace communication is one of the most powerful ways to improve safety, retention and productivity. Our data-driven plans and proven tactics provide for a proactive, enduring cadence of communications that drive results.

✓ We also focus on long-term success by building communication skills within plant leadership. We look at the unique and shared challenges of each location and develop straightforward methods of education and application to build the confidence and ability of site leaders.

### TESTIMONIAL

*"It was unrealistic to have a dedicated communicator in each of our manufacturing facilities across the company but we also felt the negative impact of that through inconsistent communications and engagement from site to site.*

*Gladius built a comprehensive and customized program that analyzed communication strengths and gaps of each site and used a series of processes, tools and templates to build the communication skillset of plant leaders.*

*Not only have we seen improved engagement from each site, it has lessened the load of our corporate teams as site leadership now has the confidence and ability to manage their own day-to-day communications."*

### OUTCOMES

#### Engagement

Decades of research prove that employees who feel heard and informed are more motivated, contributing to improved performance, job satisfaction and retention.

#### Performance

Audience-specific, effective communication fosters a cohesive work environment, optimizes processes and increases productivity to help organizations achieve operational objectives.

#### Safety

Standardized, clear communication processes aid in the reduction of workplace incidents, ensuring the well-being of your workforce.

#### Innovation

Open channels of communication and feedback encourage employees to share valuable insights and ideas, driving innovation within your organization and identifying potential issues before they become operational problems.

#### Adaptability

Clear and established processes and communication allows for quick adaption to new circumstances in rapidly changing environments, helping the organization maintain its competitive edge and manage through change.

#### **We specialize in helping...**

Organizations that want to improve engagement with field, distribution or manufacturing teams.

Organizations who want to leverage communications to enhance the effectiveness of process, operational or business changes.