WORKPLACE CULTURE TRENDS & TECHNOLOGY INTEGRATION IN MANUFACTURING

Harnessing AI & Innovation to Strengthen Culture, Hiring, & Retention

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Agenda

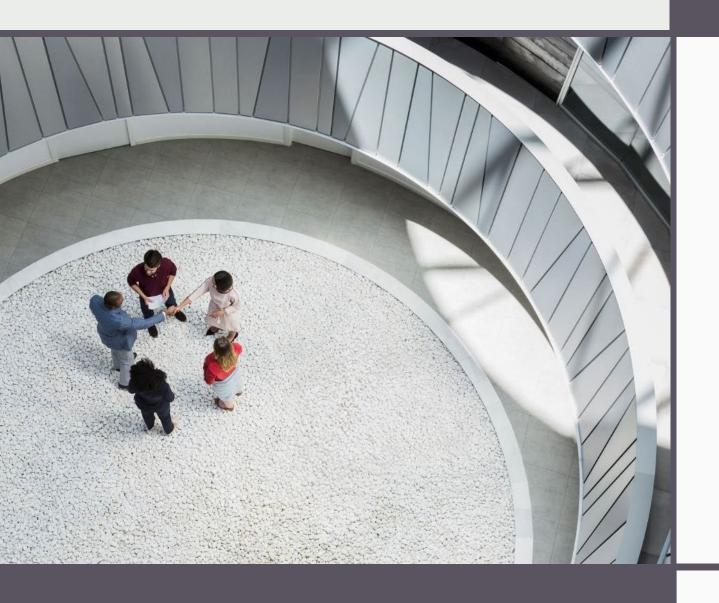
Introduction

Our Workforce

What Are We Solving For?

Future Trends & Recommendations

Conclusion & Next Steps



The importance of a strong workplace culture in manufacturing

Challenges: labor shortages, skills gap, employee engagement

The role of evolving trends and technology in addressing these challenges



Current Workplace Culture Trends in Manufacturing

Focus on

safety,

engagement, and

collaboration

Emphasis on

- skill development and retention
- Remote monitoring and digital communication tools
- Employee wellness and mental health initiatives

BY 2030 30% OF THE **WORKFORCE WILL** BE GEN Z





BOOMERS

Loyal | Experienced |

Stability, respect, and

a meaningful legacy



GEN X

Independent | Practical |



MILLENNIALS

Competitive | Collaborative | Growth-Oriented



Purpose-Driven | Tech-Savvy

Feeling included,

Flexible, async, &

digital-first, quick

Mental health

flexible schedules

support, DEL

tech-enabled

Short-form.

replies

an impact

heard, and making

WHATTHEY VALUE

HOW THEY LIKETO WORK

HOW THEY PREFER TO CONNECT

WHATTHEY **APPRECIATE** MOST

HOW THEY WANT **FEEDBACK**

WHAT MOTIVATES **THEM TO STAY**

WHAT **BREAKS THEIR** TRUST

HOW TO SUPPORT THEM BEST

Clear structure. steady pace, proven systems

In-person or phone calls with clear direction, formal tone

Recognition, retirement plans, healthcare

Scheduled reviews, respectful tone

experience

Beina sidelined

> Acknowledge their experience, give clear direction

Freedom to work independently and efficiently

Self-led, resultsfocused no micromanaging.

Email, direct and efficient

Autonomy, clear expectations, space to deliver

Straightforward & tied to outcomes

Being trusted to

results

figure it out & own

Slow processes, too

Give them space,

trust their way of

many rules

working

Feeling respected, job security, contributing

micromanaged or

Growth, flexibility, & doing purposeful work

Collaborative. fast-paced, mix of remote & in-person

Casual (chat) & quick video check-ins

Career growth, wellness, hybrid freedom

Frequent,

convos

Quick, clear, & casual don't coachina-style overdo it

Purpose, progress, meaninaful challenges

No feedback

no growth path

Be real, coach

often show a

growth path

ideas

free to contribute

Feeling seen, safe, &

Rigid rules, no voice, being overlooked

> Invite input, be clear, & create safe space to speak up



Follow Justin Hills for effective leadership insights

WHAT ARE WE SOLVING FOR??

Buckets

We have to know WHAT we are solving for...

Hiring?

Skills?

Retention?

Engagement?

Addressing Labor Shortages & Skills Gaps

- Automation of repetitive tasks
- Al-assisted hiring and screening
- Online upskilling & reskilling platforms
- Partnering with technical schools and training programs

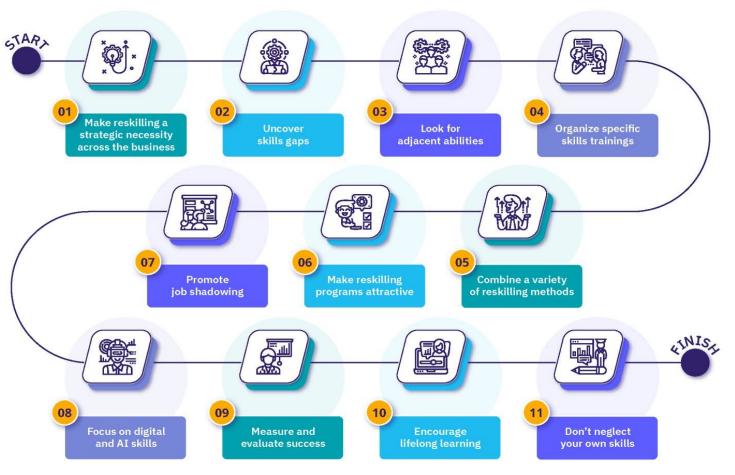
AI & Tech Solutions for Hiring & Workforce Planning

- Al-driven candidate matching & screening
- Predictive analytics for workforce planning
- Digital onboarding & training platforms
- Gig and flexible workforce management

Training & Development in Manufacturing:

- Virtual reality (VR) & augmented reality (AR) training
- AI-powered personalized learning paths
- Mobile microlearning modules
- Continuous skill development aligned with industry needs

How HR Can Build a Successful Reskilling Program



Don't let your organization fall behind.

This guide covers:

- What reskilling really means (and how it differs from upskilling)
- Why reskilling is key to future-proofing your workforce
- How to build a successful, sustainable reskilling strategy



Retention Strategies Powered by Technology:

- Data-driven insights into turnover risks
- Personalized career development plans
- Wellness and mental health apps
- Recognition platforms and gamification

Integrating AI to Enhance Workplace Culture:

- AI-powered feedback and pulse surveys
- Predictive analytics for employee engagement
- Virtual coaching and mentorship platforms
- Al-driven safety monitoring

Improving Communication & Employee Feedback:

- Digital platforms for transparent communication
- Al chatbots for instant support
- Regular virtual town halls & feedback loops
- Analyzing feedback for actionable insights

Future Trends & Recommendations

- Increased use of AI, robotics, and IoT
- Focus on employee well-being & purpose-driven culture
- Data-driven decision making
- Continuous innovation in training & engagement

Top AI Tools for HR Professionals

Tool name	What it offers	How HR can use it
	Talent acquisiti	on
HiredScore AI for Recruiting	Uses AI to find the right candidates by checking resumes and providing insights.	Makes recruiters' jobs easier by automating the screening and shortlisting of candidates.
Fetcher ** fetcher	AI tool that automates finding and reaching out to candidates.	Speeds up hiring by automatically finding and engaging top talent.

hires by managing and

delivering educational

content.

	Official	
Talmundo 4///	AI-powered onboarding platform that automates and personalizes the new hire experience.	Provides structured onboarding with customizable workflows, interactive content, and real-time analytics.
Coursebox	AI tool that streamlines	Makes onboarding

enhancing the learning

experience for new hires.

Performance management			
effy AI	AI tool that simplifies employee reviews with 360-degree feedback.	Streamlines reviews and boosts productivity and engagement.	
Peoplebox	AI-powered platform focusing on performance management and goal setting.	Aligns team goals with company objectives and tracks performance.	

Learning and development			
Lingio lingio	AI-driven training platform that creates engaging, custom courses for mobile.	Develops personalized learning experiences to upskill employees.	
SC Training	AI-powered learning management system for creating and delivering training.	Designs interactive and personalized training content.	
Dextego	Coaching platform for managers to improve interpersonal skills and provides feedback	Develops managers and sales teams effectively.	

for sales teams.

Tool name	What it offers	How HR can use it
Е	mployee engagem	ent
inFeedo infeedo	AI platform that conducts employee surveys and predicts attrition.	Collects feedback to enhance engagement and retention.
Witty	AI tool that detects bias in language in real-time and provides analytics.	Improves communication by promoting inclusive language.
	Talent analytics	
Visier visier	Analyzes workforce data to provide insights into employee turnover, engagement, and productivity.	Helps HR make data-driven decisions to improve workforce management.
SeekOut	Offers insights into talent distribution, skill gaps, and workforce diversity.	Supports talent acquisition and retention strategies.
3	Career manageme	nt
Eightfold.ai	Matches employees with internal job opportunities, projects, and mentors.	Helps identify skill gaps and recommend training.
Gloat	Matches employees with opportunities based on skills and aspirations.	Supports internal mobility and project assignments.
	General productivi	ity
ChatGPT	AI model that generates text based on prompts.	Helps draft job descriptions, emails, and other documents.
Maestra	AI transcription service that converts audio and video to text.	Transcribes interviews meetings, and training sessions.
	AI assistant in ClickUp	



Challenges & Ethical Considerations

- Data privacy & security
- Al bias & fairness
- Employee acceptance of new tech
- Balancing automation with human touch

Conclusion & Next Steps

- Embrace digital transformation
- Invest in AI & training tools
- Foster a culture of innovation and continuous feedback
- Partner with tech providers and training institutions

THANK YOU

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