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

HOW TO LEAD PEOPLE
OLDER, YOUNGER, AND WILDLY DIFFERENT THAN YOU

	BOOMERS 1946–1964 Loyal | Experienced | Resilient	**GEN X** 1965–1980 Independent | Practical | Flexible	**MILLENNIALS** 1981–1996 Competitive | Collaborative | Growth-Oriented	**GEN Z** 1997–2012 Purpose-Driven | Tech-Savvy | Inclusive
WHAT THEY VALUE	Stability, respect, and a meaningful legacy	Freedom to work independently and efficiently	Growth, flexibility, & doing purposeful work	Feeling included, heard, and making an impact
HOW THEY LIKE TO WORK	Clear structure, steady pace, proven systems	Self-led, results-focused, no micromanaging	Collaborative, fast-paced, mix of remote & in-person	Flexible, async, & tech-enabled
HOW THEY PREFER TO CONNECT	In-person or phone calls with clear direction, formal tone	Email, direct and efficient	Casual (chat) & quick video check-ins	Short-form, digital-first, quick replies
WHAT THEY APPRECIATE MOST	Recognition, retirement plans, healthcare	Autonomy, clear expectations, space to deliver	Career growth, wellness, hybrid freedom	Mental health support, DEI, flexible schedules
HOW THEY WANT FEEDBACK	Scheduled reviews, respectful tone	Straightforward & tied to outcomes	Frequent, coaching-style convos	Quick, clear, & casual, don't overdo it
WHAT MOTIVATES THEM TO STAY	Feeling respected, job security, contributing experience	Being trusted to figure it out & own results	Purpose, progress, meaningful challenges	Feeling seen, safe, & free to contribute ideas
WHAT BREAKS THEIR TRUST	Being micromanaged or sidelined	Slow processes, too many rules	No feedback, no growth path	Rigid rules, no voice, being overlooked
HOW TO SUPPORT THEM BEST	Acknowledge their experience, give clear direction	Give them space, trust their way of working	Be real, coach often, show a growth path	Invite input, be clear, & create safe space to speak up

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

- AI-assisted hiring and screening

- Online upskilling & reskilling platforms

- Partnering with technical schools and training programs

AI & Tech Solutions for Hiring & Workforce Planning

- AI-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

START

01 Make reskilling a strategic necessity across the business

02 Uncover skills gaps

03 Look for adjacent abilities

04 Organize specific skills trainings

07 Promote job shadowing

06 Make reskilling programs attractive

05 Combine a variety of reskilling methods

08 Focus on digital and AI skills

09 Measure and evaluate success

10 Encourage lifelong learning

11 Don't neglect your own skills

FINISH

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

- AI-driven safety monitoring

Bucket #4

Improving Communication & Employee Feedback:

- Digital platforms for transparent communication

- AI 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

Talent acquisition

Tool name	What it offers	How HR can use it
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	AI tool that automates finding and reaching out to candidates.	Speeds up hiring by automatically finding and engaging top talent.

Onboarding

Tool name	What it offers	How HR can use it
Talmundo	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 course creation for new hires by managing and delivering educational content.	Makes onboarding smooth and personalized, enhancing the learning experience for new hires.

Performance management

Tool name	What it offers	How HR can use it
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

Tool name	What it offers	How HR can use it
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 for sales teams.	Develops managers and sales teams effectively.

Employee engagement

Tool name	What it offers	How HR can use it
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

Tool name	What it offers	How HR can use it
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.

Career management

Tool name	What it offers	How HR can use it
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 productivity

Tool name	What it offers	How HR can use it
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.
ClickUp AI	AI assistant in ClickUp for simplifying communication.	Uses prompts to analyze data and generate reports.

Challenges & Ethical Considerations

- Data privacy & security

- AI 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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