



InspireOne
Performance, Inspired



BUILDING LEADERSHIP CAPITAL

Manufacturing

Industry Trends

MANUFACTURING INDUSTRY

India's Manufacturing Sector Market is expected to register a **CAGR** of more than **4%** during the forecast period (2023 - 2028). Manufacturing has undergone a major digital transformation in the last few years, with technological advancements, evolving consumer demands and the COVID-19 pandemic serving as major catalysts for change.

Digitalization

AND INDUSTRY 4.0

Digitalization has significantly impacted the manufacturing sector, enabling businesses to optimize processes, improve quality, and reduce costs. **Industry 4.0**, the fourth industrial revolution, integrates advanced technologies like IoT, AI, and cloud computing into manufacturing processes. This has enabled real-time data collection and analysis, providing valuable insights into operations. ([Source](#))

Artificial

INTELLIGENCE

AI algorithms identify patterns, trends, anomalies, and equipment defects, enabling early quality issues detection. Machine learning algorithms also help implement predictive maintenance systems, streamline supply chain management, and address workplace safety hazards proactively. ([Source](#))

Cybersecurity Concerns

AS DIGITAL ADOPTION INCREASES

Digital adoption, while crucial to ensure the survival of

manufacturers amidst an increasingly competitive market, has proved to be a double-edged sword due to increasing cyber-attacks. The industry can no longer adopt the notion that *'it won't happen to us'*. ([Source](#))

Niche Ecommerce Platforms

NEW ECOSYSTEM STRATEGIES

While Manufacturing responded to the new rules of business during the pandemic with ecommerce adoption, these transformations were provisional at best. This is set to change in 2023 with the emergence of niche ecommerce platforms that cater to the needs of specific sectors. ([Source](#))

Servitization

FOCUS ON CUSTOMER EXPERIENCE

Servitization is a business model that shifts from selling products to providing after-sales services in the manufacturing industry. This model helps build stronger customer relationships, increase loyalty, and generate recurring revenue. This has been a priority heading into 2023. ([Source](#))

Sustainability

AGENDAS

The spotlight on sustainability will continue to intensify. We will see an increase in investment in infrastructure that's going to provide the data and context needed to improve sustainability.

MANUFACTURING INDUSTRY

Around 64% of manufacturing companies are still in the early stages of digital transformation, and an important part of this is digitizing the HR function. In the coming time, the manufacturing industry will see multiple changes in the way it operates, ranging from the creation of new roles to more efficient hiring practices.

Aging Workforce

RISE LATERAL OPPORTUNITIES

As employees' ability to perform manual tasks diminishes with age, they retire earlier than knowledge workers in other industries. HR leaders recognize the need for experienced professionals in the workplace and are introducing HR initiatives to retain employees and provide alternative roles. With the rise of automation and digitization, organizations can reskill or upskill employees for new roles in the modern manufacturing workplace.

[\(Source\)](#)

Continuous

GROWTH OPPORTUNITIES

Employees in the manufacturing sector struggle to grow and progress in their career. Due to numerous online and offline career growth options available in the market, HR leaders can offer both internal and external training to assist employees in reaching their goals. [\(Source\)](#)

Increase in investments

FOR RESKILLING AND UPSKILLING

HR leaders will have to train or upskill their current employees and prepare them for the future of work in the

manufacturing sector. The usage of intelligent gadgets, 3D printing, robots, artificial intelligence, 5G, and Internet of Things (IoT) is revolutionizing the manufacturing industry. Therefore, there's a clear increase in the need for people trained in **science, technology, engineering, and mathematics (STEM)** and related fields so they can handle the requirements of the new world of manufacturing. [\(Source\)](#)

Growing Need

FOR TALENT MANAGEMENT

After the behavioral trends of *'the great resignation'* and *'quiet quitting'* employees all over the world are wanting Talent Management to take center state. This is even more so in Manufacturing industry, as employees are more susceptible to leave with the looming threat of technology taking over manual tasks. Taking the time to work on employee career development, succession planning, etc. helps retain employees, establish a talent pipeline, decrease staff turnover and boost employee engagement.

Sustainable

MANUFACTURING PRACTICES

Young workers, those belonging to the Gen Z, are extremely conscious about the values and culture of the company they work for. In addition to other things, most young employees insist on working for organizations that have a positive influence on themselves and the planet. [\(Source\)](#)

Why

INSPIREONE

With 25 years of expertise, **InspireOne** has been committed to assisting organizations in transforming their businesses. We focus on the people, build leadership capabilities, and deliver impactful results.

Through our focused efforts and strategic interventions, we've empowered manufacturing organizations to enhance their **organizational capabilities** and progress toward **sustainable growth**.

Our success in navigating challenges through **cultivating visionary leadership, fostering aligned culture and values, and driving revenue growth velocity** has effectively guided organizations towards lasting prosperity.

Explore our client success stories to see how we have overcome challenges, implemented strategies, and delivered tangible results.

Manufacturing

ILLUSTRATIVE CLIENTS



Role Based Capability Building Intervention INDIA'S LEADING FARM MACHINERY ORGANIZATION

Keeping in mind their vision of 2022, our client was planning for strong growth within the tractor market in India. The organization understood that one of the key pillars of success will be making 4 roles stronger – Regional Sales Manager, Area Sales Manager, Regional Service Manager, Area Service Manager.

Approach

- We defined competencies for the roles which was then followed up with a **benchmarked assessment** covering **350+ participants**.
- We created and delivered a **9-month long journey** for each role.
- During the course of the journey each participant undertook **1-2 individual projects**.

- Intervention was supported by developing customized sales management tools and coaching participant's supervisors to support the initiative.
- The initiative was also tied to performance and career management system of the organization.

Outcomes

- More than **300** dealer enablement projects completed.
- **90** new dealers appointed.
- **3000** additional tractors were sold.
- Post assessment found an average **15%** increase in sales competencies and knowledge.

Developing Senior Leadership LEADING ORGANIZATION IN THE AGRI BUSINESS

The client required a detailed leadership profiling of 17 senior leaders, followed by an integrated individually customized report, feedback and finally creation of an Individual Development Plan.

Approach

- We administered the Leadership Preference Questionnaire.
- Several data points which included various tools, manager feedback, development center reports & other feedback reports were comprehensively collated.

- Data based feedback was comprehensively provided.
- Supervisor alignment followed, which allows each leader to specifically create their development plans.

Outcomes

- Integrated customized reports, mapped to critical competencies required by the business.
- Understanding & ownership of focused IDP.
- Contributed directly to the strategy of the business.

Developing People Managers On Critical Competencies

LEADING INDUSTRIAL MANUFACTURING CONGLOMERATE

The client wanted to develop capability based on competencies defined for their people managers. The intent was to familiarize & develop the relevant competencies to enable them to display the associated behaviors in their work life.

Approach

The completely virtual development solution was based on the Making Learning stick framework. Each competency was covered with the help of a **four-week architecture** which comprised of pre and post assessment via gamified micro skill assessment. Application of tools and framework was ensured with the help of application assignment which was given to the participants.

Supervisors were involved in the development process throughout. Video guides were specifically created for the supervisors to enable them to effectively give feedback to their team members.

Outcome

- More than **140 people leaders** got developed through this project.
- Post assessment found significant learning in the areas of 'Achieving Goals', 'Service Mindset', 'Personal Quality', 'Coaching', 'Creativity and Innovation' and 'Problem Solving'.

Making Quality Personal

AMERICAN MANUFACTURING MNC

Making Quality Personal is a quality-based experience that was launched by the client in collaboration with **Tack TMI** (our global partners) to focus on improving quality in the organization and promoting the idea of empowering everyone to participate at a personal level.

Approach

The client worked closely with Tack TMI to develop the MQP experience. MQP content was developed based on Tack TMI's **Personal Quality program** (first delivered in 1988) and a pilot launched to specific sites and businesses in the UK and US.

The sessions are designed to be time efficient, easily accessible, and highly interactive. The MQP experience is presented in two ways. Firstly a 60-minute live webinar

provides a high-level experience of what making quality personal is all about. The second are three 90-minute bitesize modules which take a deeper dive into MQP. In addition, a 60-minute webinar dedicated to leaders is also available which includes a call to action.

Outcome

Driving quality standardization across the organization. The MQP experience provides one consistent message about quality in an organization of more than 125,000 where there are so many different processes and platforms globally. To support the ongoing rollout, MQP communications are sent out regularly to employees, keeping the messaging fresh in their minds.

Competencies Development For Middle Management LEADER IN AUTOMOTIVE, FARM AND SERVICES BUSINESSES

The client's requirement was to build competencies of the mid-management to combat external challenges and to leverage the large potential that they already possessed.

Approach

Created Customized Development guides for a set of **14 critical roles** within the sales and manufacturing function. The objective of these guides were to enable role holders to easily pick 70:20:10 references relevant to their role and the seven leadership competencies and complete their Individual Development Plans (IDP).

We designed and implemented Train the Trainer (TTT) sessions to create IDP champions in the system. These champions would cascade the skill of creating IDPs'

through the organization. Additional collaterals & aids were created to enable them to efficiently play this role.

Outcome

Focusing on IDP was a quick win, which created positive momentum throughout the organization. Individuals through their commitment and the rigor in the process were able to deliver huge success in driving this competency development process. **More than 60% of the leaders** have completed the intervention with actions now being driven to bridge the gaps.

Way Of Selling & Managing Key Accounts SWISS MANUFACTURING MNC

The client needed a solution that was specific to its business model, product range, brand identity and clients. Accordingly, we designed a bespoke sales training solution for their Sales Managers and Account Managers.

Approach

Phase 1: We conducted a detailed pre work to understand the gap areas and areas of development for the target audience. This included one on one interviews and work shadowing with the target audience.

Phase 2: We conducted a series of customized workshop focusing on the identified areas of development for the group pertaining to sales process, relationship management and key account management.

Outcome

- Enabled participants to apply a proven sales structure and processes during every future sales scenario.
- Developed ability to handle key and strategic accounts via setting and deploying the right strategy and objectives.
- Sharpened account and relationship management skills.
- Established client's desired way of selling and account management as a uniformity of skills were being exhibited on the field.
- Program repeated for new hires as well.

About

INSPIREONE

InspireOne is India's leading consulting firm offering organizational and leadership development solutions. With over two decades of experience in the consulting domain, we help organizations convert their people and organizational capabilities into corporate value.

Our solutions are developed on the global and researched know-how of our partners - **Tack TMI and Podium**.

We deliver solutions globally and in different languages.

We are the recipient of the **Brandon Hall Excellence in Human Capital Award in 2023 – Gold in Best Development Program for Frontline Leaders, in 2022 – Gold in Best Use Of Blended Learning and in 2021 – Silver Excellence in Leadership Development**.

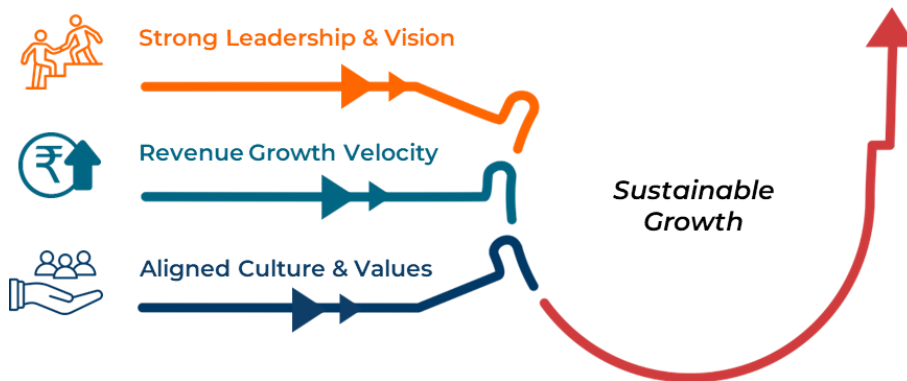
Our

CAPABILITY DEVELOPMENT FRAMEWORK


We help our customers attain **Sustainable Growth** by building **Leadership Capability** at all levels.


Sustainable Growth and Leadership Capability are intricately intertwined, and through our years of experience we have found that organizations that are

successfully navigating the road to sustainable growth have capable leaders in the driving seat who provide **"Leadership & Vision"**, create **"Aligned Culture & Values"**, and drive **"Growth Velocity"**.



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