DOZUKI

The Plant Manager of the Future

2025 Edition

Built by Dozuki

Exclusive insights into the future of plant management.

00.01 Executive Summary

Exclusive insights on the future of plant management.

In the next decade, we foresee the role of Plant Manager evolving faster than most expect, mostly driven by the impact of advanced technologies.

We talk to Plant Managers every day who are tackling more and more digital projects, but have no idea where to start when it comes to their teams.

Many manufacturers have only scratched the surface of digital exploration. There is tons of work to be done to tie frontline workers, processes, and their systems together to operate at maximum efficiency — with most of that work being led by Plant Managers.

This ebook is designed to help Plant Managers understand how to evaluate, adopt, and expand their use of technology to improve their operations.

By the time you're done reading, you will be better equipped to operate efficiently and effectively in the manufacturing industry.

Jerry Dolinsnky
Dozuki CEO

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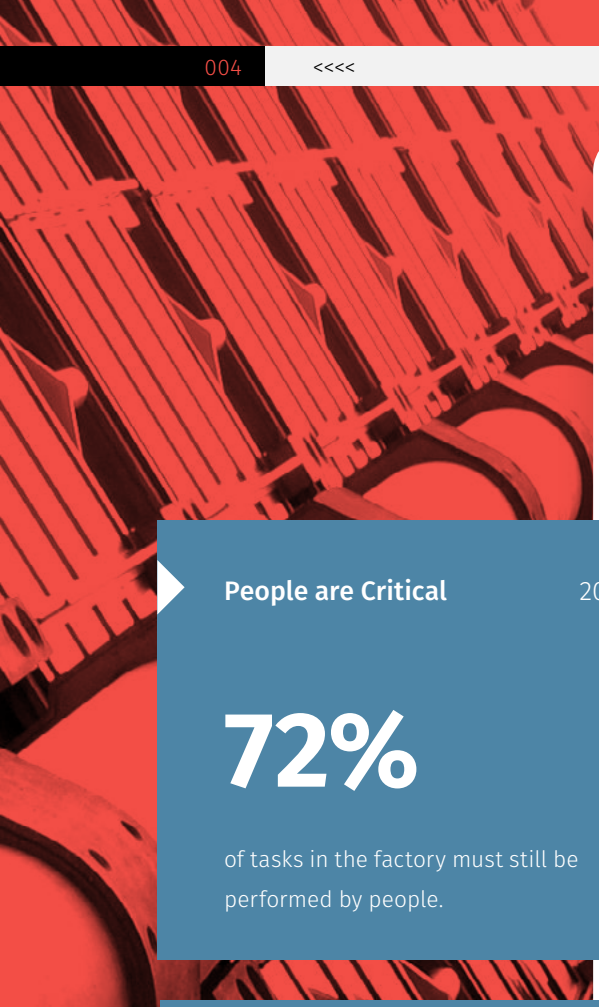


People are Critical 2019

72%

of tasks in the factory must still be performed by people.

Labor Struggles 2021

77%

of manufacturing companies are struggling to attract and retain talent.

Digital Failures 2019

97%

of digital transformation projects that don't engage frontline workers fail.

01.01 People

The Drivers of Manufacturing Production

First and foremost, a successful Plant Manager in 2025 should focus on the people that do the work.

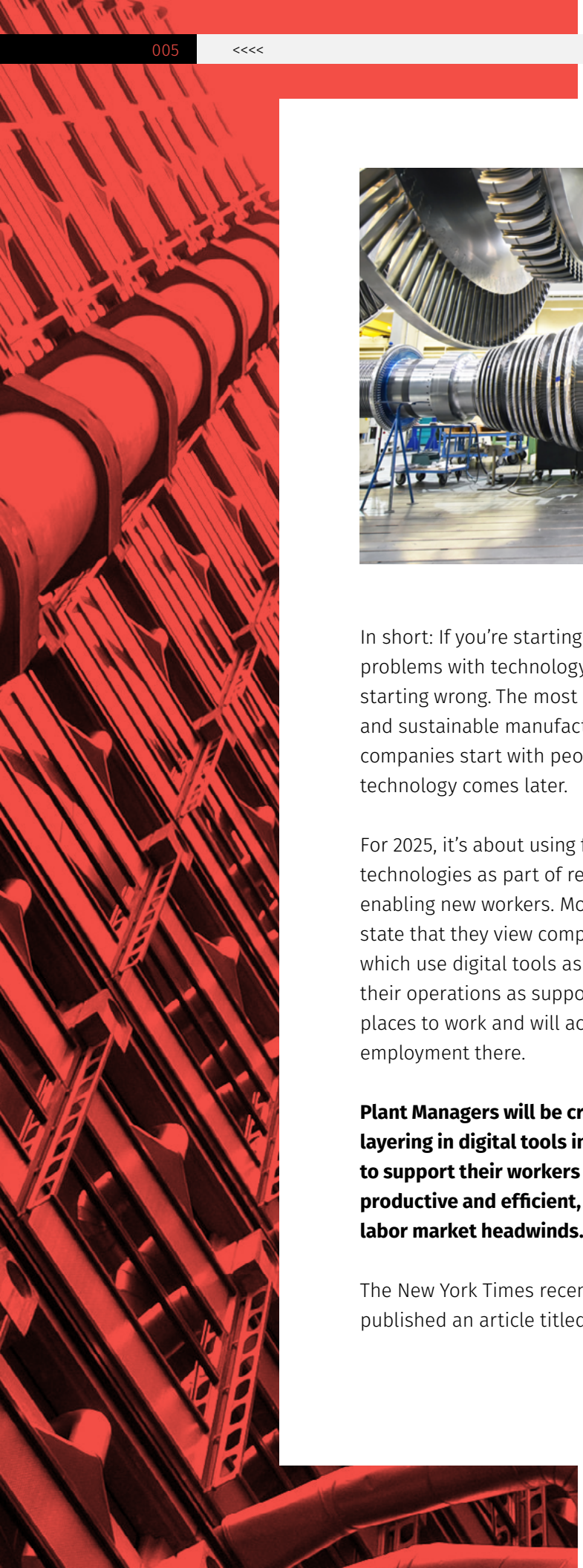
This means more than keeping lines staffed up to meet production targets, but really focusing on how those people work. Most industry leaders agree that the future of manufacturing is connecting people and processes with digital solutions for communication, standardization, training, data analytics, and more.

People are still critical to manufacturing operations.

With people at the forefront of manufacturing work, the challenge for Plant Managers is in making sure workers can be productive on day one and are able to expand their competency to different roles to drive productivity and output.

This challenge has been growing for years as the industry faces more retirements and a lack of qualified workers to backfill roles.

Manufacturers can't solve this industrywide skilled workforce problem by throwing more technology or bodies at it. Slapping an augmented reality headset on every new worker isn't the answer. In fact, it will further confuse workers, causing higher attrition rates.



In short: If you're starting to solve problems with technology, you're starting wrong. The most successful and sustainable manufacturing companies start with people, and the technology comes later.

For 2025, it's about using familiar technologies as part of recruiting and enabling new workers. Most workers state that they view companies which use digital tools as part of their operations as supportive places to work and will actively seek employment there.

Plant Managers will be critical in layering in digital tools in order to support their workers in being productive and efficient, despite labor market headwinds.

The New York Times recently published an article titled, *Factory Jobs Are Booming Like It's the 1970s,* and the numbers show U.S. manufacturing is experiencing a rebound, with companies adding workers amid high consumer demand for products.

Most of the manufacturing leaders that Dozuki partners with identify enabling their workforce as essential to future success.

> "American manufacturers cut roughly 1.36 million jobs from February to April of 2020, as Covid-19 shut down much of the economy. As of August 2023, manufacturers had added back about 1.43 million jobs, a net gain of 67,000 workers above pre-pandemic levels."
>
> *Factory Jobs are Booming Like It's the 1970s, The New York Times*

02.01 Process Knowledge
Enabling Your Workforce

68%

of defects are caused by people, due to inaccurate or inaccessible process documentation

ATKearney
The State of Human Factory Analytics

Start With the Foundation of What Makes Manufacturing Work — Process Knowledge

In our industry, process knowledge is much more than a series of actions or steps taken in order to achieve a particular end. It's a key product in connecting workers to the work and in keeping them safe and productive.

Yet most manufacturing companies still rely on outdated systems to create and distribute process knowledge, preventing critical efficiency gains.

When processes are documented in paper-binders and full of pencil annotations in the margins, they don't inspire trust in the worker expected to run the process. This lack of trust in the process creates inconsistency in work execution from person to person and shift to shift. In fact, 68% of defects are caused by humans — a stat largely driven by inaccurate process documentation that was being followed.

When processes are centralized, supplemented with photos/videos, and revisions are controlled by a digital system of record, workers have stronger trust in them and are less likely to deviate from the approved process standard.

This is a key foundation for any manufacturing operation and any

02.01 Process Knowledge
Enabling Your Workforce

Key 2025 Goal

Digitize Process Knowledge

Find a purpose-built tool to save time and headaches down the line as it underpins production and employee activities.

Get More Insights >

successful Plant Manager. Sometimes it's easy to overlook the obvious in today's digital landscape, but starting with the basics here is the best launchpad for future success.

Dozuki recently compiled our "best of the worst" contest, which is a compilation of really bad process documentation materials we've collected over the years. Most submissions come from visits with customers who haven't implemented a digital tool like Dozuki yet. Here are a few highlights:

» People are working with documentation written in the forties, annotated by notes written in the seventies, held together by dusty binders from the nineties.

» Some documents are only pictures. They're not poorly written; they're not written at all.

» Documentation will casually say something can cause serious injury or death, but the text is cut off on the screen.

Hopefully your documented processes do not resemble any of the above. If so, getting them updated and into an accessible digital format is the #1 place to start in 2025.

02.02 Process Knowledge

Creating Process Knowledge

Most process knowledge is in the heads of your experts. If you aren't developing a strategy or a plan to capture that process knowledge in order to pass it onto the next generation of workers, you will most certainly lose it when they leave.

The best Plant Managers are intentional about getting what's inside of people's brains out and into an accessible and useful format. They are also adopting this process knowledge to use in **upskilling programs** and folding in improvement cycles to focus on process efficiency at each stage.

The Future of Process Knowledge

By 2026

Creating a Digital Foundation

- All processes have a documented standard.
- All process knowledge is stored in a purpose-built digital system.
- Consistent templates are in use for formatting and support photos and video embeds.
- Version numbers are updated within the documentation for audit trails.
- Documents are quick to access on a tablet with QR scans or integrated search.

By 2027

Efficiency Gains via Process Knowledge

- Processes are documented straight from the floor, on secure mobile devices.
- Trial is underway to have operators become authors of processes to unlock efficiency gains.
- Recurring audits by management for processes are in place.
- In-Process sign-offs to ensure Supervisors share oversight in outcomes.
- Digital processes are packaged into curriculum to upskill workers.

Go Digital

Adopt a Digital Tool for Better Process Control and Communication

Building training programs, offering upskilling opportunities, and tracking key production data — all require a foundation of digitized process knowledge.

Rolling out a purpose-built system for process knowledge is the best place for Plant Managers to start in 2025. Your operations depend on the processes your workforce executes. If those aren't controlled in a digital format, any other strategic projects run the risk of getting derailed as well — especially when it comes to recruiting or retaining qualified workers.

Worker Engagement

Empower Younger Workers to Capture Legacy Knowledge

If your process documentation is subpar or nonexistent, use your incoming workforce to document processes being done by the outgoing workforce.

Young workers will have boundless curiosity and energy. Ask them to record and codify those processes using digital tools. Veteran workers will feel honored to have their ideas captured, younger workers will receive training, and your organization won't have to worry about losing expert knowledge.

Set Expectations

Develop Strict Process Documentation Guidelines

This seems simple, but it's a tried and tested approach to making process documentation easy to understand for workers of all skill levels. No matter who creates it, process documentation should be built for the end user — your workers.

In Dozuki, processes all look the same. This keeps documentation focused on the process at hand. We built this intentionally to have certain constraints in order to give workers a standard framework for building processes. This leads to information that is concise, accurate, and accessible.

Language Support

Multi-Lingual Processes for Non-English Speakers

The manufacturing workforce is incredibly diverse, and many plant locations employ workers who are not English speakers. As a Plant Manager, it's your responsibility to ensure these employees continue to be supported in their work.

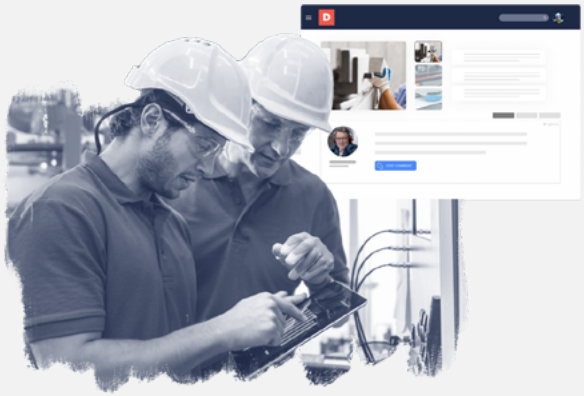
When considering a digital system, be sure to select one with language translation options to make accessibility universal. Dozuki supports over 100 languages, and can instantly translate process documentation with a simple click.

Identify Resources

Outsource Digital Documentation or Digital Conversion Projects

If you are faced with the massive undertaking of transferring paper documents into digital formats, or creating digital documentation from scratch, Dozuki can help. Our customers come to us with hundreds of paper-based processes, and no internal resources to convert them to digital.

The Dozuki Services team is made up of experienced technical writers who take on that endeavor. We help put your processes into proper digital formats for maximum usability.



Authoring Authority

Allow the Frontline Workforce to Create Process Documentation

Extend the authoring capability of processes to the people on the floor who do the work. Soon you'll have a process for your process, ensuring your workforce is empowered, resilient, and able to support operational efficiency.

Not only will this continue to connect them with the processes that run your operations, but it will also create a culture of knowledge sharing and continuous improvement that can expand across the company. As manufacturing margins get tighter and efficiencies become more critical, having a workforce that identifies efficiency gains and speaks up to share them will become a competitive advantage.

02.03 Process Knowledge

Distributing Process Knowledge

If workers aren‘t able to access process knowledge from where the work is done, how will they use it?

The main challenge Plant Managers face is getting process knowledge into the hands of the people who do the work.

If they aren’t able to access it from where the work is done, how can you expect them to use it?

Most companies still rely on legacy document management systems (see also: dusty binders) that make it difficult and time consuming to access process knowledge.

When critical information is only available on paper, your newer workers may assume that information is inaccurate. Who knows when that binder was last updated?

In 2025, Plant Managers should be encouraging workers to point out areas for process improvement.

The highest efficiency gains come from the minds of those who do the work everyday, and their feedback should be encouraged every step of the way.

As their suggestions are formalized into process documentation, distributing these current best practices will be key to Plant Manager success. Most digital systems allow for instant distribution of these updates to workers — a no brainer for your operation.

Ultimately, most digital transformation is a function of access. Manufacturers that don’t make processes accessible are at a significant deficit.

With Dozuki, we ensure your team’s process knowledge is accounted for and made available to the people who will benefit from it most, when they need it the most.

Adopt Tablets

Ditch the Dusty Binders

Process knowledge needs to be digital, but also available right there on the floor. Not in a series of loose binders for operators to dig through. But on tablets that provide workers instant access, and Plant Managers oversight.

Dozuki has created the most comprehensive resource on the internet for procuring tablets for manufacturing operations. Learn about the benefits of tablets, how to evaluate them, which ones have our highest recommendation, and which accessories are the best fit.

Instant Access with QR Codes

Controlled and Fast Process Documentation Access

Don't make workers search through a messy nest of folders. By leveraging simple QR codes, processes can be easily accessed via a quick QR code scan, ensuring that the correct information will be referenced each and every time.

Simply create a QR code for any page, print and stick it in the relevant location(s), and now the worker can scan to go straight to the related processes. You can even use multiple codes for each machine, one for training instructions, one for maintenance, one for safety, etc. No searching, no mystery, and no process variability.

Read the Full Story >

150%

Increase in Production Effiency

“Dozuki is on track to save just one line millions of dollars this year. It’s a game changer.”

How a Dozuki customer created a world class training and upskilling program for frontline operators.

03.01 Upskilling Workers

Accessible and Standardized Training

12.5 million

The size of the current manufacturing workforce in the United States, roughly 8.7% of overall employment.

Despite the large number of people working in manufacturing in the United States, it's still hard for Plant Managers to retain those workers. Manufacturers are losing promising new recruits because of poor training, which makes them feel unsupported and unsafe in their roles.

New operators will often be sent to work the floor with no experience or skills, and simply not return after lunch. The problem: they didn't receive proper training - or any training.

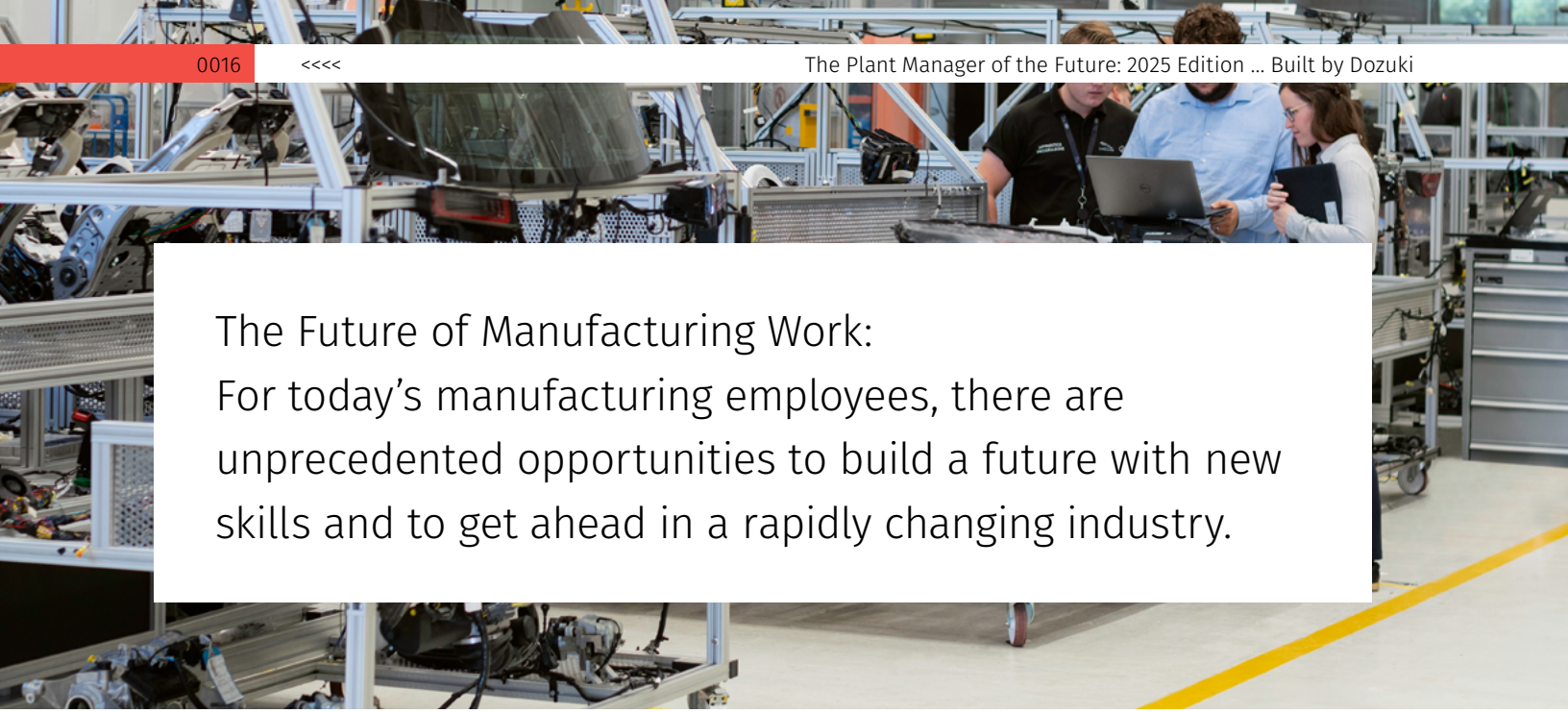
Most manufacturers offer job shadowing and classroom training, which is better than nothing. But measuring competency based on time spent watching other people work isn't enough these days.

Upskilling remains the greatest force multiplier for Plant Managers to hit production targets and develop their workforce.

When reviewing how your plant is upskilling workers, it's helpful to ask a few basic questions: Do you have a documented role based training process? Is training based on documented process knowledge? Do you have a standard evaluation of competency? Is training support limited to, "just go ask Roger, he knows everything"?

If you answered "yes" to that last one, you're in for a rough 2025.

To help upskill your people to hit production targets, we've outlined our upskilling recommendations every Plant Manager should consider in 2025 and beyond.



The Future of Manufacturing Work:
For today's manufacturing employees, there are unprecedented opportunities to build a future with new skills and to get ahead in a rapidly changing industry.

Deliver Training at the Learner's Pace

Most facilities we speak to offer job shadowing as their training. Which is an instructive and inspiring experience if a worker loves what they do. But not everyone does. Some operators take shortcuts and end up training new workers to do the same, causing massive variations from shift to shift, and sometimes dangerous results.

Dozuki built our Courses product for this very reason. Once a company has documented their processes, we help you to turn that into the training curriculum. First, workers do a "read and agree," to ensure *awareness* of the process standard. Then they are quizzed to prove *proficiency*. And lastly, they demonstrate the process by way of a trainer assessment to show *competency*. This delivers a view of a worker's understanding of a process. *It's not just training, it's learning.*

Automate Retraining for Compliance

When a particular process is updated, whoever trained on that version should be signed up for a retraining. Dozuki triggers this within the platform automatically, ensuring people aren't outdated in their learnings, to avoid production risks and ensure you are always up to compliance.

Track Training Records

Dozuki built our Courses with certifications like ISO 9001 in mind. When auditors eventually ask, "When was the last time you were trained on this?" no one has to guess. The training log proves that training matches with the current standards.

Elevating Manufacturing Competency

If you're planning on using a digital solution to track competency, ensure there are tools to get an overview on team competency. This is a lifesaver when there are absences, workforce changes or other staffing challenges. Now you'll know exactly who's trained on what, and how well, so they can jump in to fill gaps.

64%

Of U.S manufacturing leaders plan to prioritize the upskilling and training of their existing workforce in the face of labor and recruiting challenges.

National Association of Manufacturers Outlook Survey

93%

Of manufacturers found that employees who are trained to handle a broad set of responsibilities are more productive.

Surveying the Future State of Manufacturing, Workforce Institute, 2022

The Future of Upskilling the Workforce

By 2026

Creating a Digital Foundation

- Upskilling programs are built with process documentation as the building blocks, reducing variation and improving supervisor visibility.
- A standard digital training process is in place for new employees.
- Evaluation based on self-led assessments and in-person training observations.
- Training is automatically tracked and visible in a purpose-built digital tool.

By 2027

Efficiency Gains via Upskilling the Workforce

- Supervisors have visibility into competency of workers in order to fill staffing gaps and identify candidates for upskilling in certain areas.
- Automatic training assignments for new roles.
- Automatic notifications for expired training.
- Process updates automatically trigger retraining alerts.

04.01 Change Management
Securing Employee Buy-in

96%

Of U.S manufacturing companies state that talent management is a top priority.

A key part of this directive will be continuing to engage employees to make change rollouts successful.

The Top Workforce Trends Shaping Manufacturing Industry by 2025, IDC, 2022

Plant Managers play a critical role in helping workers navigate change and transformation as manufacturing operations continue to evolve.

As your facility evolves and new ways of working are introduced, people are likely to resist change, it's only natural. So being thoughtful with how you communicate change is paramount.

As you navigate the landscape of the manufacturing world in 2025, one critical aspect looms large for Plant Managers — the challenge of securing employee buy-in for strategic initiatives.

Beyond communication, it's about fostering a collective commitment to the vision and changes the facilities are about to undergo. This is especially pertinent when introducing transformative digital tools.

Navigating change is never without its challenges, but with a thoughtful approach to change management, Plant Managers can pave the way for enthusiastic buy-in.

04.02 Change Management
Engaged Workers Embrace Change

Recruit Your Internal Influencers

If you have new initiatives in sight, ensure you have enough change agents who are ready to step up. But if you start recruiting influential leaders from each one, the ownership disseminates.

Ask yourself, “Who are other leaders closely aligned with production performance?” Focus on open minded team members who are looking for solutions and willing to try something new. People will take a stake in the process and will feel like they’re leading part of the change. Several of our customers have formalized these change agents into an internal think tank of sorts. And framing it as such elevates the purpose and status for the cross departmental team.

Leverage Social Proof

Dozuki has manufacturing customers with thousands of users spanning dozens of locations, but many of them started with a few facilities that proved out the business case, and then were able to duplicate that success across the entire enterprise. Those initial success stories create the social proof that were then leveraged to build a solid business case.

To do the same, focus on how the solution has been deployed at a few plants. Credit the system with turning around the performance of a struggling department, i.e., employee training time, scrap reduction, changeover time, etc. Use these data points to reassure stakeholders that digital standardization leads to autonomy and alignment.

The Future of Change Management

By 2026
Creating a Digital Foundation

- Greater emphasis on explaining the ‘why‘ behind changes to employees.
- Adopt multi-location pilot programs to gather early and frequent feedback.
- Actively incorporate change management success stories within the organization communication channels.
- Build in competitions and incentivize workers to engage in the change process.

By 2027
Efficiency Gains via Change Management

- Use data-driven insights to identify patterns and optimize pilot initiatives in real time.
- Plant Managers tailor communications to resonate with specific roles and departments.
- Change management benefits become more tangible and experiential, using data visuals to activate internal word of mouth.

Read the Full Story >

90%

Faster Employee Onboarding

"We've never trained people this quickly. New employees are becoming certified operators almost immediately instead of waiting a full year."

How a Dozuki customer accelerated frontline operator training time after just one month with Dozuki.

05.01 Data and Analytics
Unlocking Key Insights

45%

of manufacturers had to turn down business opportunities because they did not have enough workers

Competing for Talent: Recasting Perceptions of Manufacturing, Deloitte

Get yourself out of the loop of pencil whipping checklists and paper sheets.

Start leveraging key operational insights across systems to drive *real* improvement.

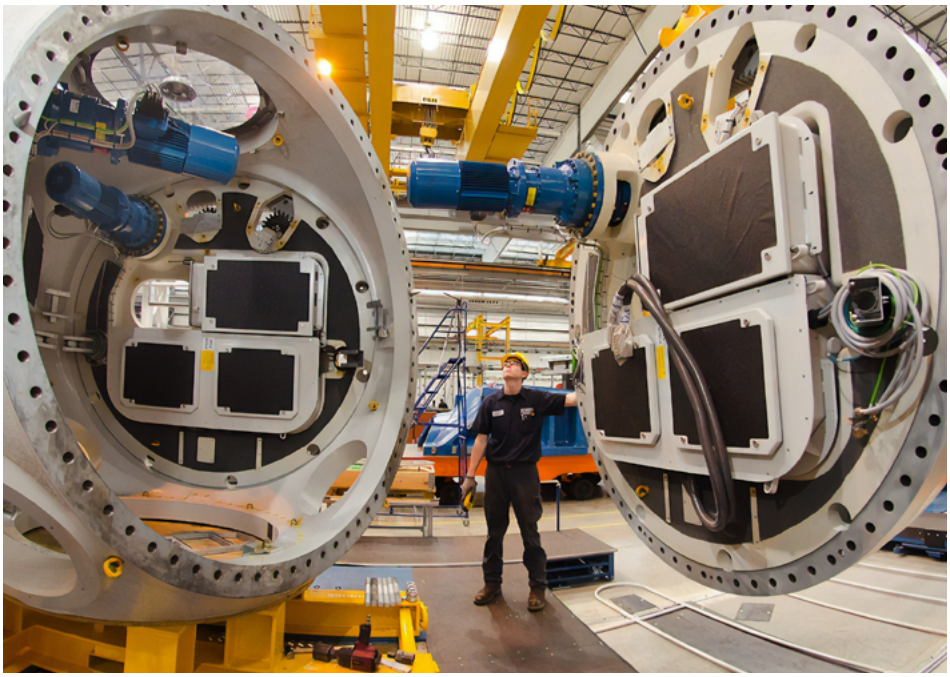
A Plant Manager at one of the Dozuki chemical manufacturing customers, made this observation:

"Getting the time to train can be a challenge, and tracking it is even harder. Am I a secretary or an engineer? I'm entering data all the time."

This complaint is incredibly common.

Everyone from Process Engineers to HR Managers to Line Supervisors find themselves trapped in spreadsheet land. They're tracking the training status or work variations using outdated Excel files, or even worse, on paper.

For employee training, Excel training matrices are notoriously impossible to keep up to date. Even a facility with a hundred workers, all of whom have to be trained (and retrained) on a dozen processes each year, we're talking thousands of columns and rows. Add to that the use of job shadowing, and it doesn't lend itself to visibility into who is properly trained.



Just recently, a Dozuki medical device manufacturing customer was conducting a training audit via their "homegrown training tracker," their compliance team found outdated records which would have led to a service delay penalty for an upcoming ISO 13485:2016 audit.

Implementing proper data systems can avoid costly mistakes like this.

In the case of training tracking, adopting digital tools allows for real-time visibility into who needs to upskill in certain areas, and where you have coverage gaps.

A digital tool also allows for data insights to be easily shared with other company leaders and collaborators, making it much easier to identify areas of improvement and showcase the performance of your plant location.

With powerful data analytics capabilities, Plant Managers of the future can streamline processes, identify areas for improvement, and capture valuable timing data for production tracking.

"Manufacturers who want to stay competitive will need to understand not just the role and value of data, but also how to gain insights from it. The rapidly growing volumes of data are transforming the future of manufacturing."

Manufacturing Trends 2024
National Association of Manufacturers

Track Work Execution

Valuable Data From Frontline Operations

Easily capture per step timing, overall process timing, variations, and more straight from the floor with Dozuki.

For example, if your workers have to record a serial number of a machine or the torque value of a bolt there's no need to write those metrics down on paper, carry them around the plant, and calibrate them against the work order.

With Dozuki, workers enter required fields before moving onto the next step in a process. This simple but essential metric also makes pacing training much easier and simpler. Both for the trainer and trainee.

Focus on Tracking Key Metrics

Data Overload is Real

Do you know exactly how much time it takes each of your workers to execute their tasks? Dozuki customers do. The Plant Manager of the future captures metrics on all critical processes — both the individual steps, and the entire process itself.

By starting with a focused improvement your team is aiming to drive, you can back-in the metrics, datapoints, and systems required to track it. From there the benchmarks can be improved as a series of follow-up actions.

Empower Teams with Data

Using Data to Solve Everyday Problems

Most operations jobs don't revolve solely around machines or analyzing data on a computer. Manufacturing is a very people oriented job, working with groups of people to solve problems.

Wouldn't it be useful if you could surface data insights in real time? Dashboards in Dozuki are granular and can be structured based on your objectives. Ultimately paving the way for more efficient and responsive manufacturing operations.

The Future of Understanding Actionable Data

- » Understand how to gather data to enable meaningful analysis.
- » Connect key operational systems via API integrations to surface multi-touch datapoints
- » Learn how to assign value and view the data through the appropriate lens.
- » Improve data governance for quality and security.
- » Determine the data points that are important to the business and operations.

06.01 Manufacturing Technology

Embracing Digital Transformation

97% of manufacturing digital transformations fail when they don‘t engage the frontline workforce.

The People Power of Transformation, McKinsey

If you’re starting with technology, you’re starting wrong.

Focus on familiar technology to solve major pain points first.

Manufacturing companies typically begin their digital transformation journey by trying to solve specific issues in real time, or lingering issues that need resolution. Frontline workers and Plant Managers will work as lone wolves trying to scratch their own itch. But for an organization to truly innovate, they must seek alignment.

The best manufacturers identify and seize on these revolutions, accelerating transformative technology in ways that makes their work more resilient and less prone to interruptions.

Most digital transformations are a top-down driven motion, where leadership over engineers and over-thinks digital solutions, hopping on a trendy bandwagon like AR headsets and then forcing them on individual facilities. Not only does it disenfranchise workers, it also confuses them with a technology that is not familiar and doesn’t solve the core problems facing their production work.

Successful Plant Managers in 2025 and beyond will focus on current widely adopted technology, not futuristic technology that will be widely adopted thirty years from now.

Your teams will thrive when companies meet them where they are.

06.02 Manufacturing Technology
Shift From Tech-First to People-First

You've probably heard the adage, the tool is only as useful as the user. This principle has broad applications in digital transformation as well. The most successful and sustainable manufacturing companies start with people, and the technology comes after.

High performing Plant Managers begin with the problems that plague production, sometimes interviewing high performing or long-term workers to gather their insights for improvement.

Not only will this come in handy as new technology is introduced, it will also make sure that the technology evaluation works to directly solve the problems, rather than just layering in new technology for technology's sake.

The Future of Manufacturing Technology

By 2026
Creating a Digital Foundation

- Wifi is available throughout the entire factory floor.
- Remote collaboration is enabled for key stakeholders.
- One entire facility is using tablets for work execution.
- Digital rollouts are secure, safe, under budget and hardware compatible.
- An employee with sole responsibility to identify areas where technology can improve operations.

By 2027
Scaling Gains Across Global Operations

- Dedicated mobile devices for operators at each workstation or production line.
- All facilities are using fully adopted digital solutions across global operations.
- Leaders inspire significant cultural shift around digital transformation.
- Dedicated internal team of leaders to drive strategic digital alignment.

The Future of Manufacturing Technology:

Through technology investments, leading Plant Managers are responsible for driving significant improvements in quality, productivity and efficiency.

Start With the Foundation: Wi-Fi Connectivity

Most digital technologies require internet connectivity to be fully functional. Whether tablets are attached to the sides of machines, or embedded into the machines themselves, the big picture here is about wi-fi access. Getting the IT infrastructure audited and set up ahead of any technology rollout will be key to future success.

Focus on Getting Worker Buy-in During Rollout

Without worker buy-in, digital transformation is a challenge. By getting workers onboard early and often, they will become champions that inspire others to get onboard. Starting with the 'why' technology is going to enhance (not hinder) their success and safety is a solid bet. Delivering that message to your gatekeepers, those most excited about the advancements, will get the ball rolling quickly.

Use Technology to Connect People to Their Work

People are the source of all your competitiveness, machines aren't actually innovating anything. And the Plant Manager of the future puts the people first. No matter what manufacturers make, it is the people that help them make it. **72% of tasks in the factory are still performed by people** *(ATKearney, The State of Human Factory Analytics)*. Your job is to take the people and use technology to connect them with the knowledge and skills to do the work.

Think About Specific Data Security Needs

Certain industries have specific requirements to protect company data and meet regulatory guardrails. Sometimes air gap backups are required to restore data in the event of a disaster and protect sensitive intel from being accessed by unauthorized personnel. Dozuki offers various deployment options for this very reason. Our customers' safety and data is at the forefront of everything we do.

80%

Of U.S manufacturing CEOs plan to increase digital technology investments to meet production demands.

2023 CIO Insights for the Manufacturing Industry, Gartner

07.01 Continuous Improvement
Efficiency Wins at Scale

Does your facility have a whiteboard for improvement suggestions? Or is there a more formal framework for collecting and implementing process feedback from workers?

Most manufacturers fall somewhere in between. Dozuki has helped hundreds of companies achieve production targets, and the principle we always come back to is improvement.

When organizations use a scalable digital system that's connected to their process delivery and operational training platform (that allows for improvement feedback to be quickly implemented and adhered to) they will be equipped to win by quickly adopting process improvement suggestions from the workers that do the work.

It's a timely reminder that continuous improvement is an evolution, not a revolution. You can build the future, one efficiency gain at a time.

07.02 Continuous Improvement

One Improvement at a Time

Develop a Culture of Improvement

Your team can differentiate by developing an interest in the "why" behind your continuous improvement efforts. Give workers a foundation to drive continuous improvement so they can improve the process within the constraints. When you find a person who thinks recording processes are fun, turn them loose. Tell them to go forth and document. If someone thinks they can take better pictures, give them a camera and unleash their passion.

Enable Feedback With Digital Tools

Frontline workers are on the floor all day running production equipment and processes. Without access to digital tools, they are often cut out of the feedback loop, shutting out their ability to suggest process improvements. Dozuki is built to collect worker feedback directly within process documentation for review by supervisors. This surfaces critical improvement suggestions accessible, controlled, and then easily adopted to future process updates.

Turning Feedback Into Action

Don't let insight stay in people's heads, get it recorded in a consistent and formalized manner. Once you have formalized your feedback process, now you can easily collect data during work execution to identify opportunities for new growth. Dozuki helps you leverage live production data to review opportunities to optimize the production process.

The Future of Continuous Improvement

By 2026

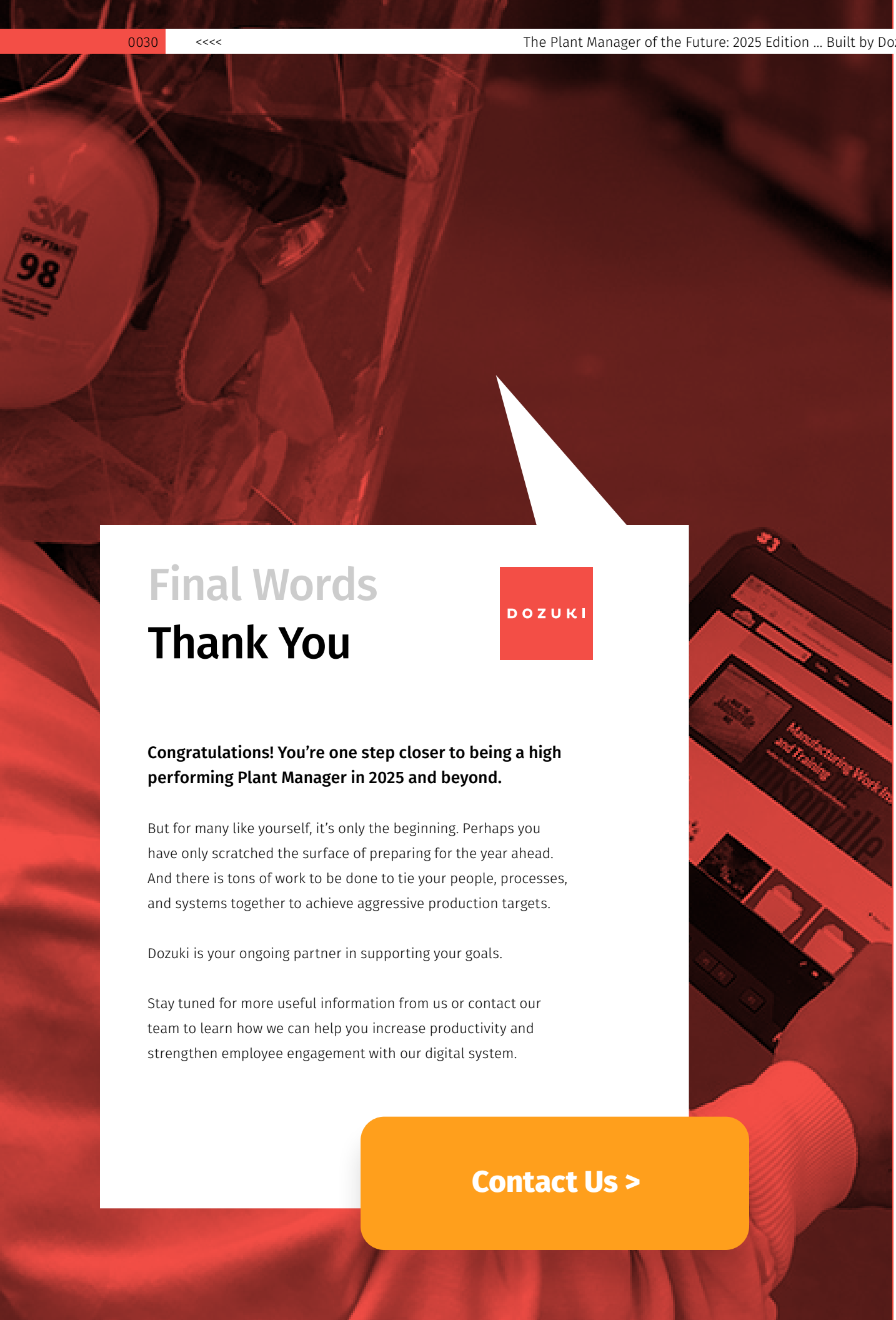
Creating a Digital Foundation

- Adopt a central digital tool accessible by all workers.
- Process improvements are instantly rolled out via a purpose built digital system.
- Workers can submit questions and process improvement suggestions from tablets.

By 2027

Fostering a Culture of Continuous Improvement

- Workers can request help from their tablet.
- Improvement suggestions and their productivity impact are tracked in a digital system.
- Workers share expertise via a tablet from anywhere.
- Improvement suggestions become part of company culture.



Final Words

Thank You

DOZUKI

Congratulations! You're one step closer to being a high performing Plant Manager in 2025 and beyond.

But for many like yourself, it's only the beginning. Perhaps you have only scratched the surface of preparing for the year ahead. And there is tons of work to be done to tie your people, processes, and systems together to achieve aggressive production targets.

Dozuki is your ongoing partner in supporting your goals.

Stay tuned for more useful information from us or contact our team to learn how we can help you increase productivity and strengthen employee engagement with our digital system.

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