



FAITH & BELIEF AT OMNIBRANDS

TEAM 13



TEAM INTRODUCTION



Ashlee Love



Julian Antuña



Tressa Long

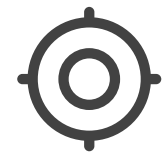


Tyler Johnson

INTRO	CURRENT STATE	ANALYSIS	RECOMMENDATIONS	IMPLEMENTATION
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DECREASED PRODUCTIVITY

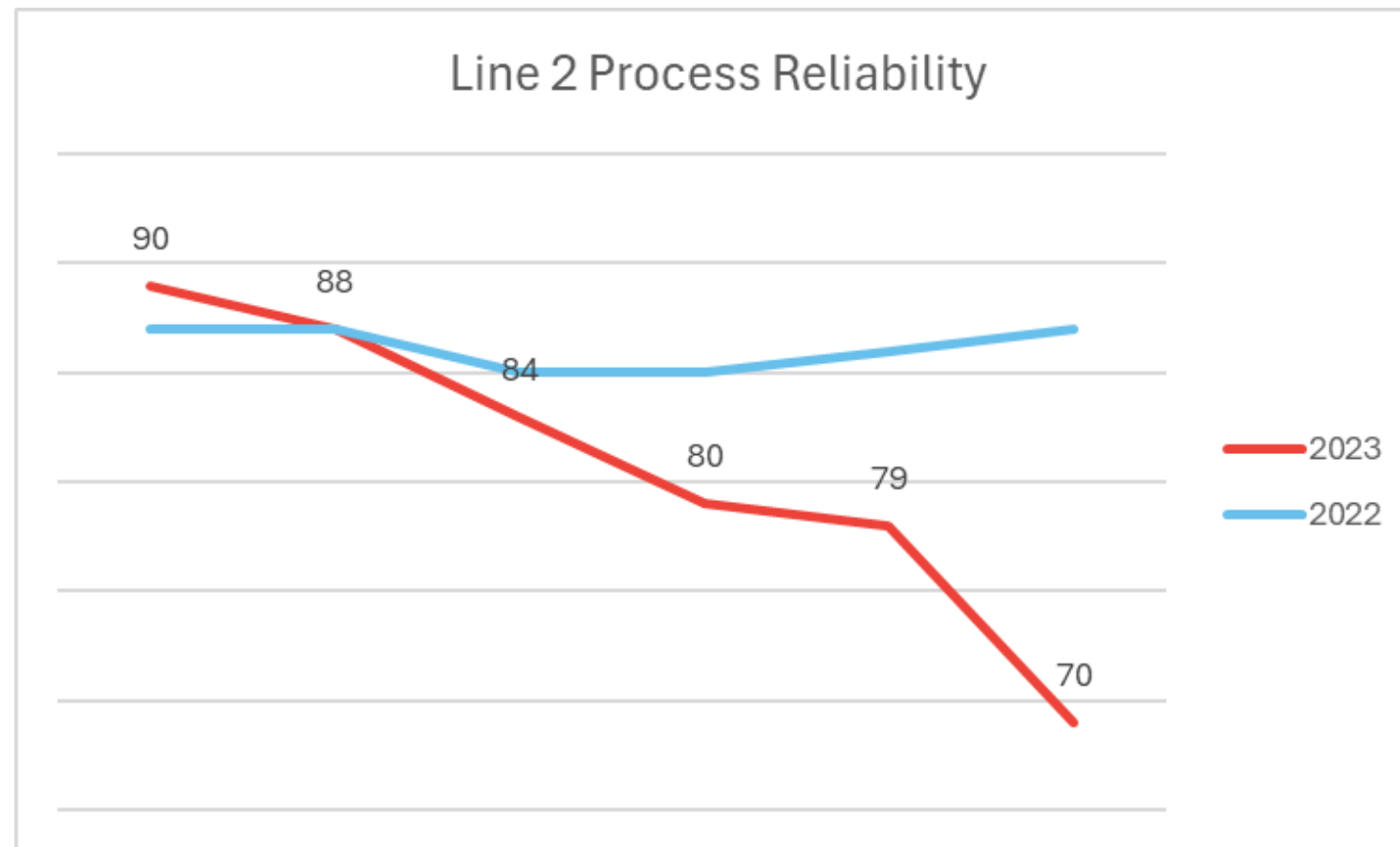
Process Reliability



Unmet Productivity Goals

Lines have shown a significant decrease in process reliability.

Line 2 Process Reliability



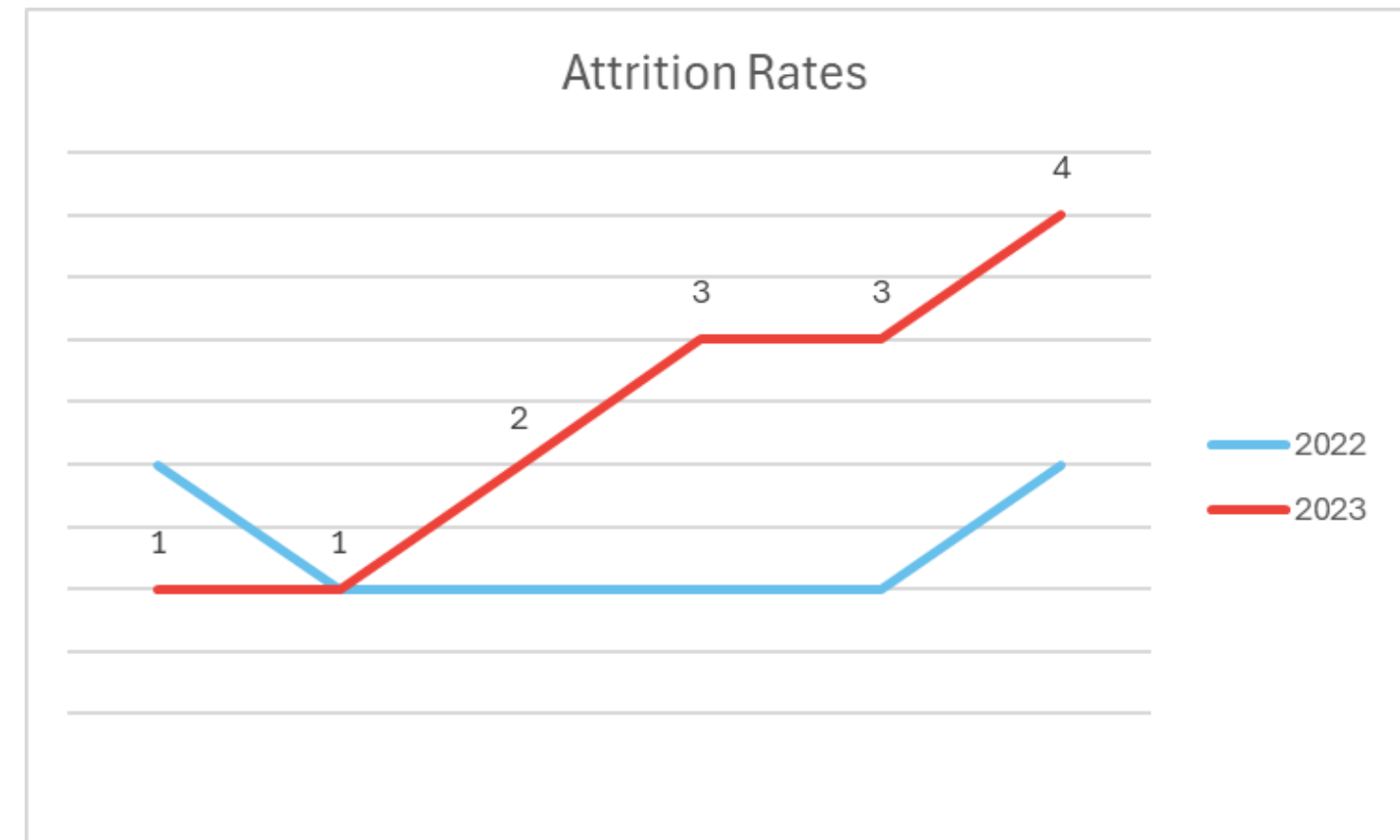
Unplanned Down Time



Increased rates of attrition.

Despite highly competitive wages and looming recession employees are choosing to leave Omibrand

Attrition Rates



INTRO

CURRENT STATE

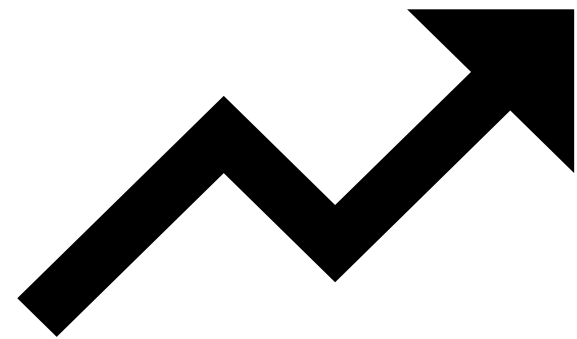
ANALYSIS

RECOMMENDATIONS

IMPLEMENTATION

COST OF DECREASED PRODUCTIVITY

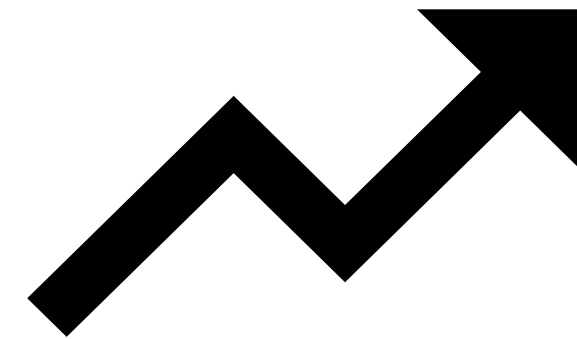
Process Reliability



63% increase in scrap costs
over last year

Scrap due to unplanned downtime accounts for 19% of
Newtown Plant's raw Material cost.

Unplanned Down Time



75% increase in turnover costs
over last year

Turnover costs account for 2% of Newtown Plant's
Direct Labor cost.

INTRO

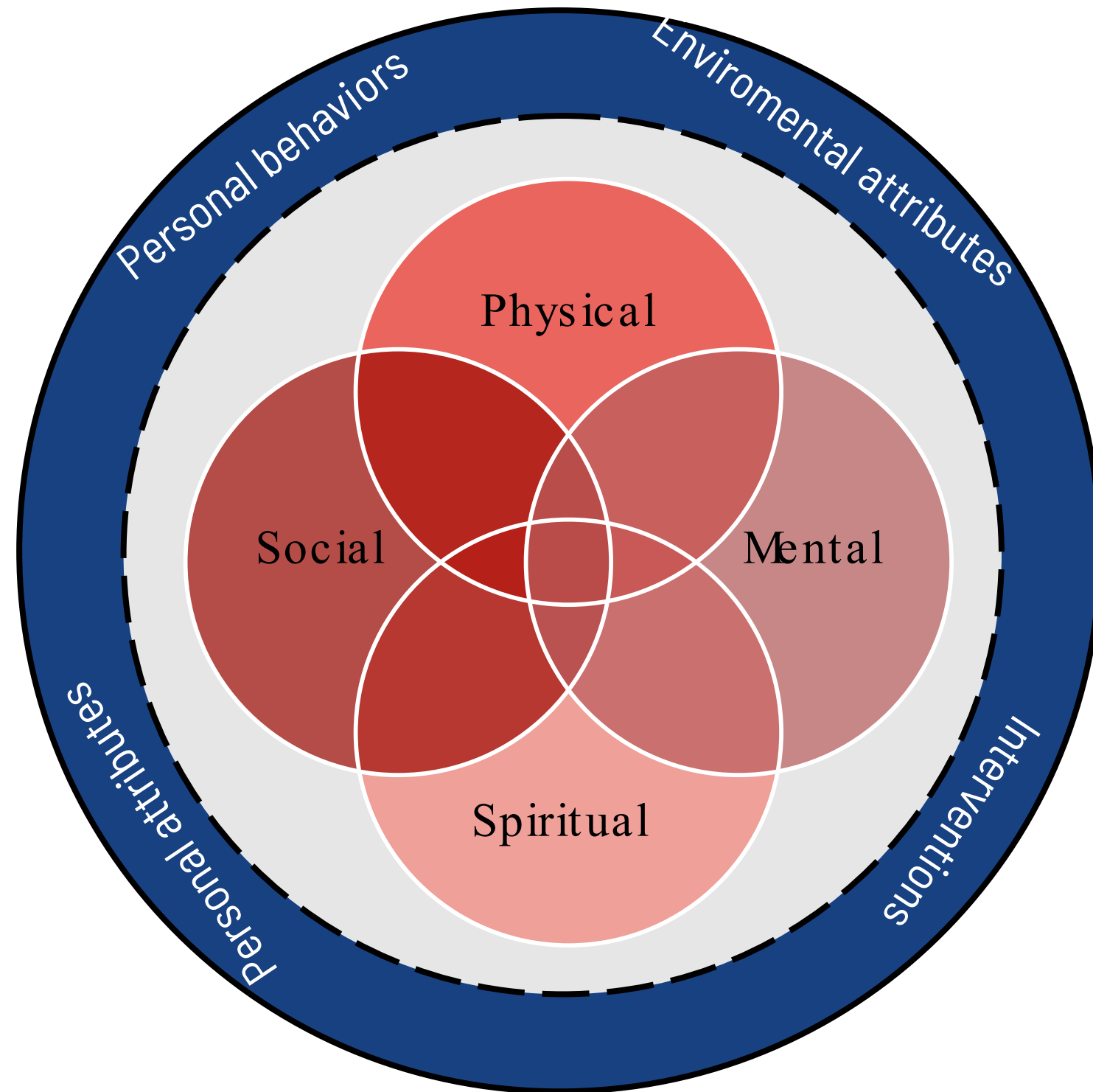
CURRENT STATE

ANALYSIS

RECOMMENDATIONS

IMPLEMENTATION

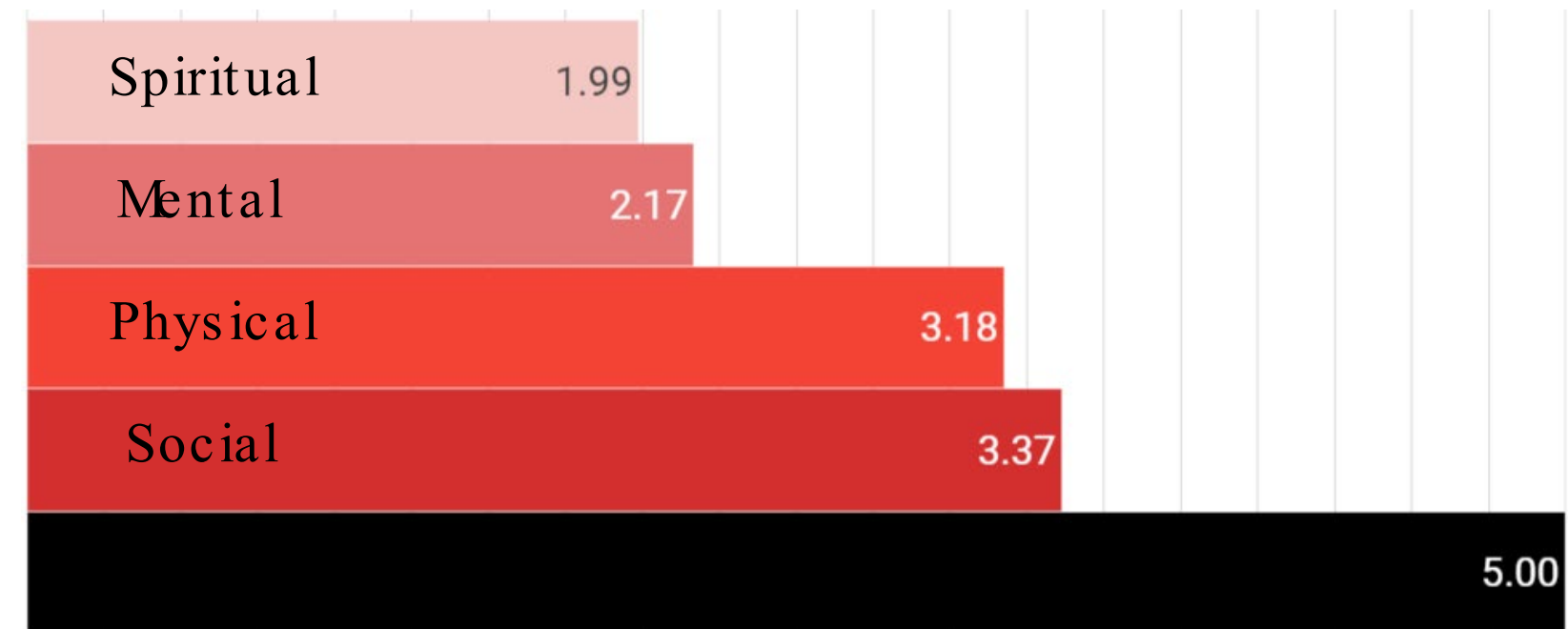
EMPLOYEE WELLNESS AT NEWTOWN



75% Front Line workers surveyed

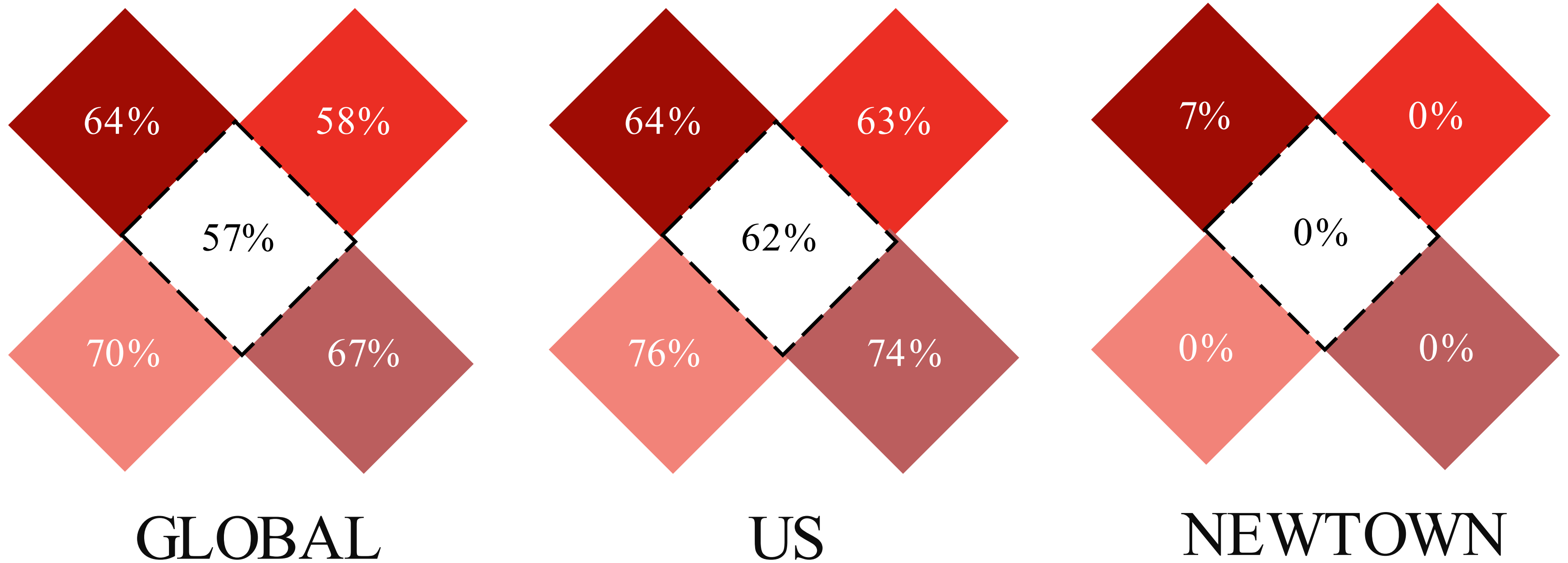


18 questions measuring Physical, Social, Mental and Spiritual wellbeing rated on a scale 1- 5



[Source: See appendix A](#)

% OF PROMOTERS IN 4-DIMENSIONAL ANALYSIS



[Source: See appendix A](#)

SYMPTOMS & CAUSES OF NEWTOWN BURNOUT



CRUCIALITY OF FAITH-BASED IDENTIFY AND BELONGING



[Source: See appendix B](#)

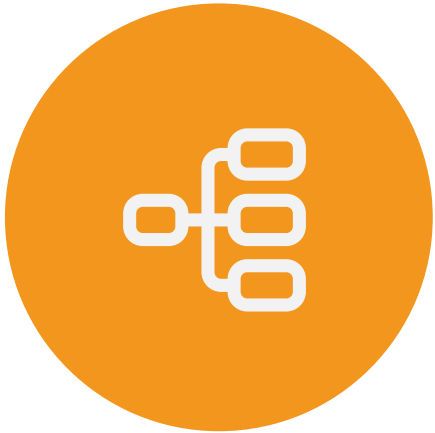
INCREASE THE STRUCTURAL SUPPORT IN THE ORGANIZATION



Executive Sponsorship

70%

The impact a leader's words and actions have on an employees feelings of inclusion



Intentional Inclusion Policy

554%

American's have increased religious discrimination filings in part due to COVID-19 work conditions.



Community Involvement

95%

of companys that measure impact of community service find a positive impact on employee engagement

[Source: See appendix C](#)

EMBRACE HOLISTIC WELLBEING



Create Floating
Manager Positions



Provide 10 hours for
Restorative Wellbeing



Accept the Authentic
Self

COSTS OF 12
MANAGER
ROLES

\$1,200,000

COST OF
UNPLANNED
DOWNTIME

\$5 Million

COST OF
EMPLOYEE
TURNOVER

\$480,000

BENEFITS

Increasing work flexibility
creates well being and
higher productivity

[Source: See appendix D](#)

CREATE AN EFFECTIVE INTERFAITH ERG



Tailor Interfaith to Plant Employees



Provide Meaningful Tasks



Implement ERG Feedback

2

of plant employees are currently listed as active Interfaith ERG members.

0%

5%

of employees agree that their work gives them a sense of purpose and fulfillment.

“We’ve been allotted a [supply closet](#) for meditation and those who say daily prayers, however it gets busy and [isn’t easily accessible](#) given our short breaks.”

Newtown Wellness Survey Comment

[Source: See appendix E & appendix F](#)

BENEFITS OF A HIGH-BELONGING CULTURE



Increase in Job
Performance

\$2.8M in annual cost savings
related to unplanned downtime



Increase in Employee
Retention

\$240K in annual attrition-
related cost savings

[Source: See appendix E & appendix F](#)

INTRO

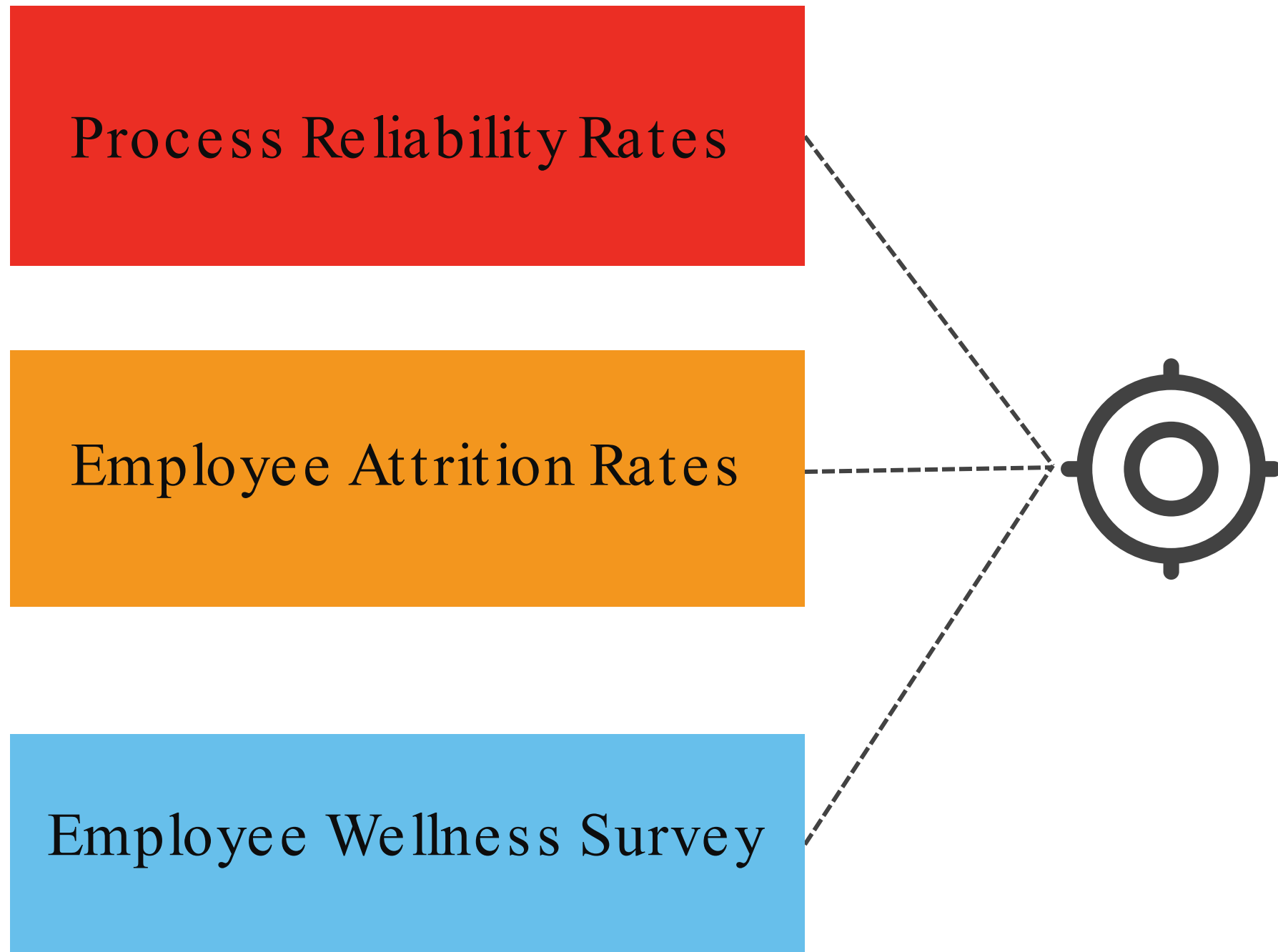
CURRENT STATE

ANALYSIS

RECOMMENDATIONS

IMPLEMENTATION

IMPLEMENTATION METRICS



“Ineffective ERGs can be more damaging than No ERG programs.

To avoid this pitfall, effective ERG leaders align with their company and communicate extensively about the ERG’s purpose and goals.”

McKenzie & Company

RISK & MITIGATION

Risks

 **IMPACT**

 **LIKELIHOOD**

 **MITIGATION**

Conflict Among Employees



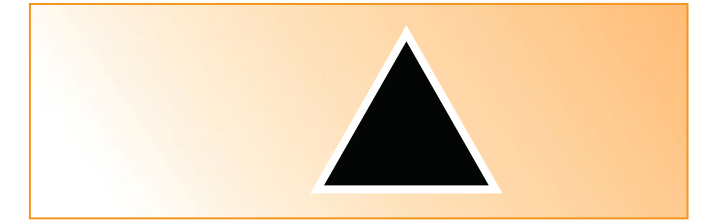
- Set norms about what is permitted in the workplace.
- Create opportunities for conflict resolution and sharing through the ERG

Religious Discrimination
Legal Complaint Filed



- Emphasize that all ERG is completely voluntary
- Use ERG to create impactful community behaviors
- Monitor state and federal regulations

Decreased Productivity/Higher Costs



- Close monitoring of productivity metrics

THANK YOU

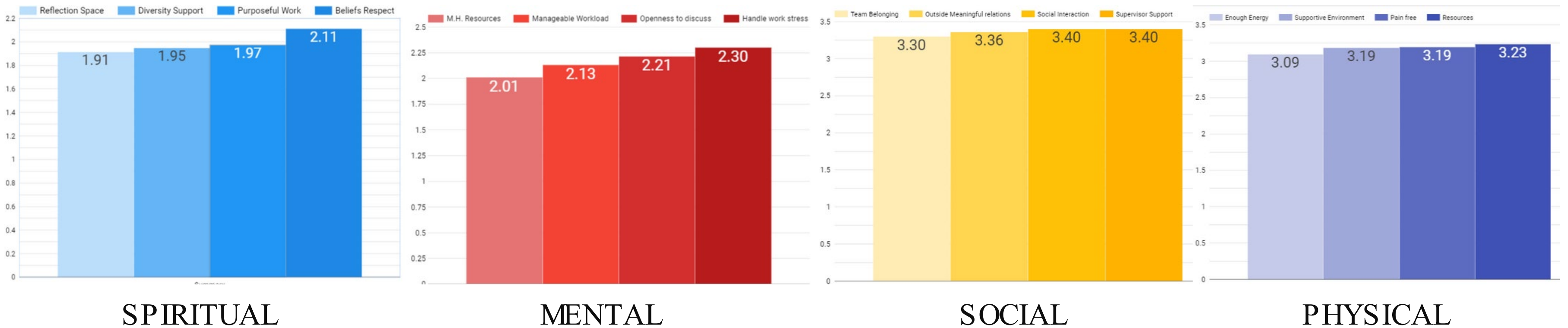
APPENDIX

APPENDIX A:

MCKINSEY HEALTH INSTITUTE

Data on mental, physical, social, and spiritual health represent the percentage of respondents scoring an average of 4 or higher (on a scale of 1–5) on items for each dimension. Data on holistic health represent the percentage of respondents scoring an average of 4 or higher across all four dimensions. The information is sourced from the McKinsey Health Institute Employee Holistic Health Survey, which involved 30,392 participants at all levels of the organization during the period from April to June 2023.

PLANT SURVEY



APPENDIX B:

INCREASE RISE IN RELIGIOUS DISCRIMINATION CASES

<https://hbr.org/2020/03/the-key-to-inclusive-leadership>

<https://www.forbes.com/sites/janbruce/2024/01/17/belonging-is-a-top-2024-workforce-strategy-not-rto/?sh=535e95734888>

<https://www.eeoc.gov/newsroom/eeoc-releases-annual-performance-report-fiscal-year-2022>

<https://www.jdsupra.com/legalnews/spike-in-religious-discrimination-7397424/>

<https://www.shrm.org/topics-tools/news/all-things-work/navigating-religious-inclusion-at-work>

<https://www.shrm.org/topics-tools/news/all-things-work/navigating-religious-inclusion-at-work>

<https://news.bloomberglaw.com/daily-labor-report/companies-embrace-religion-as-latest-facet-of-diversity-efforts>

APPENDIX C:

COMMUNITY INVOLVMENT IS BENEFICIAL TO EMPLOYEE ENGAGEMENT

More than 70 percent of companies involve senior management in investment decisions (i.e., which issues and programs to prioritize). Despite this:

There continues to be a gap between the issues that executives strongly agree their companies should be held responsible for and those that community involvement programs are working to address.

Fewer than 40 percent of companies report that they engage employees or other stakeholders—or conduct market research—to determine which social issues merit investment and how the issue should be approached.

Employees Are the Engine that Powers Community Involvement

- More than 80 percent of company respondents report that community involvement contributes to improving ability to recruit employees and reduce turnover.
- Nearly two-thirds of companies measure the connection of employee participation in community involvement programs to creation of business value (up from just 27 percent a decade ago). Among those that measure today, 95 percent find a positive correlation between employee volunteering and higher employee engagement scores.
- Nearly 90 percent of companies either offer an employee volunteer program or are developing one currently.
- Eighty-four percent report that volunteer programs are managed by employees with community involvement objectives that are included in job descriptions.

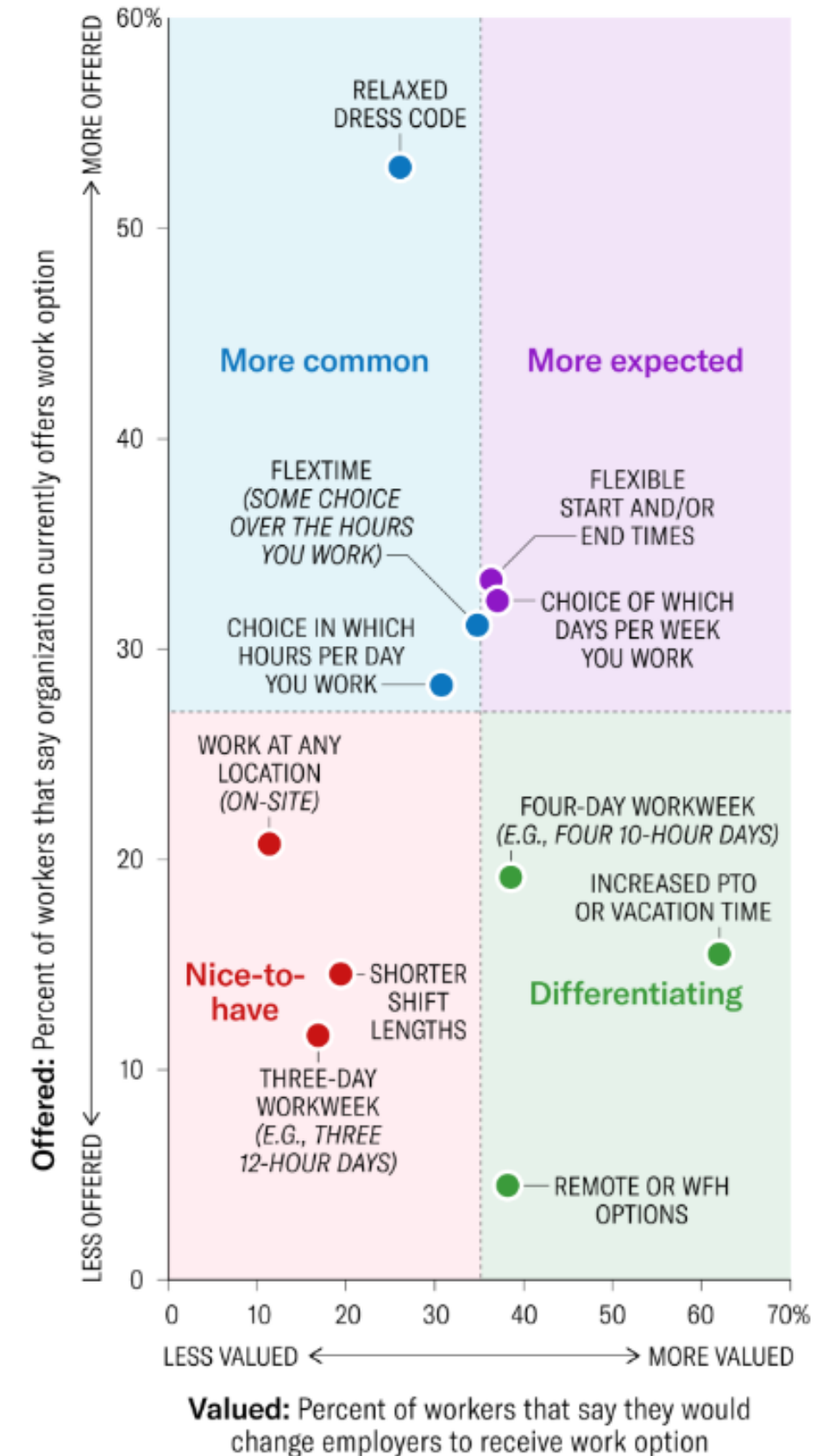
APPENDIX D:

FLEXIBLE WORK OPTIONS

Research: The Flexibility Options Your On-Site Employees Want
Harvard Business Review

- Gallup surveyed more than 5,700 U.S. workers in industries such as manufacturing, transportation, health care, education, and service to understand which flexibility options their employers were offering and which flexibility options would entice them to switch jobs. The most commonly offered options (relaxed dress code, flexible start and end times, choice over which days they work per week) were not the ones that employees most valued (increased PTO, four-day workweek, remote or WFH options).close

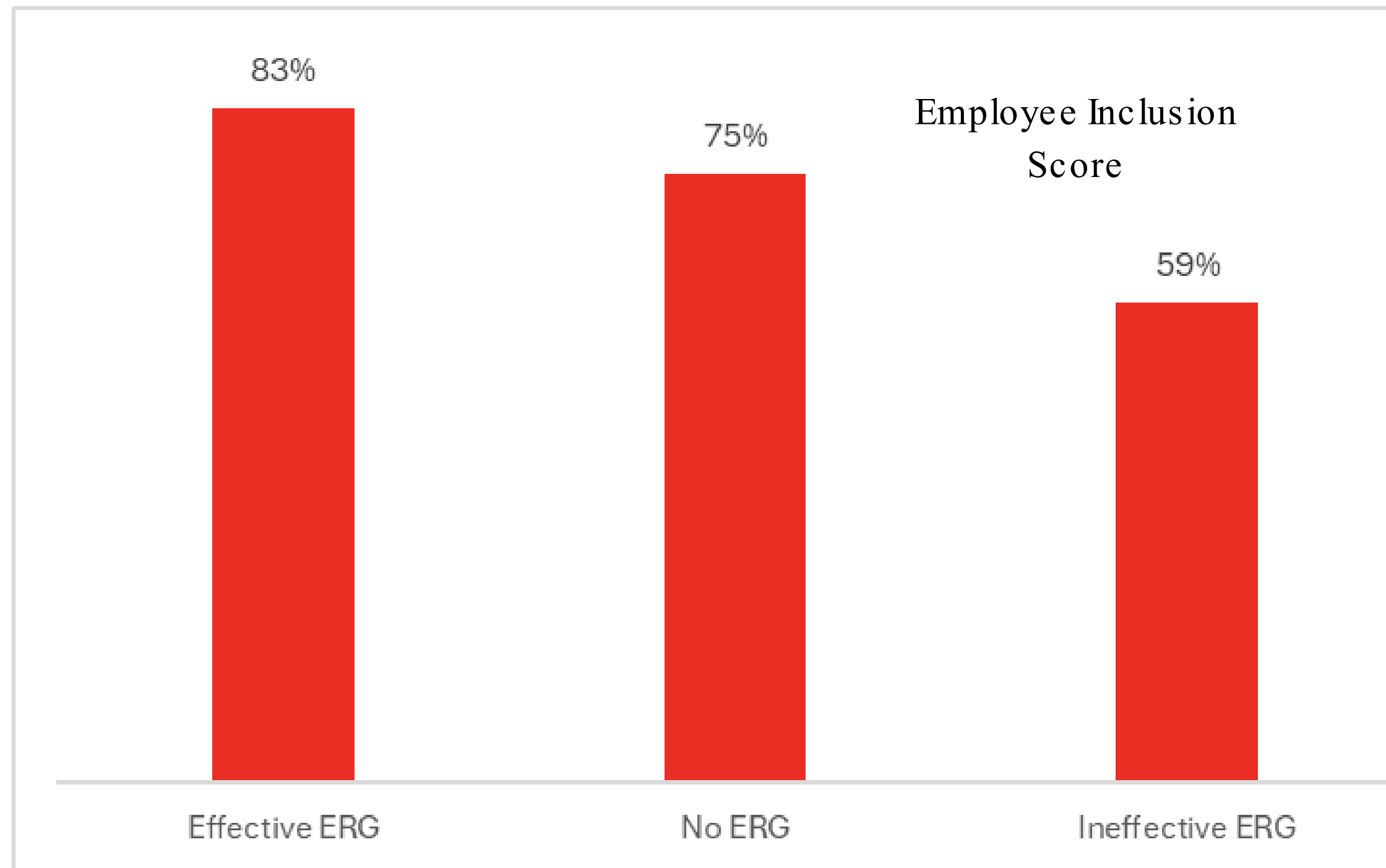
Flexible work options



APPENDIX E:

IMPACT OF (IN)EFFECTIVE ERGS ON FEELINGS OF INCLUSION

Ineffective ERGs can be more damaging than No ERG programs.



APPENDIX F:

CURRENT INTERFAITH ERG IS NOT MEETING MEMBERS' NEEDS

Recent ERG Activities

- Faith Celebrations in **Corporate** Offices: Celebrations of religious holidays with events at corporate offices.
- **Corporate** Luncheon Series: Luncheons with guest speakers on religious diversity.
- Interfaith Networking Mixers: Networking events at **corporate** headquarters.
- Faith-Based Webinar Series: Webinars on religious diversity and inclusion.
- Workshops on Religious Diversity: Workshops on understanding different faiths, tailored to the general interests of **corporate** employees.
- **Corporate** Mentorship Programs: Mentorship programs connecting employees of diverse faiths.
- Social Media Campaigns on Religious Diversity.
- Interfaith Art Exhibits in **Corporate** Buildings: Art exhibits in corporate buildings showcasing religious and cultural diversity.
- Interfaith Awareness Posters in **Corporate** Areas: Posters promoting religious diversity.

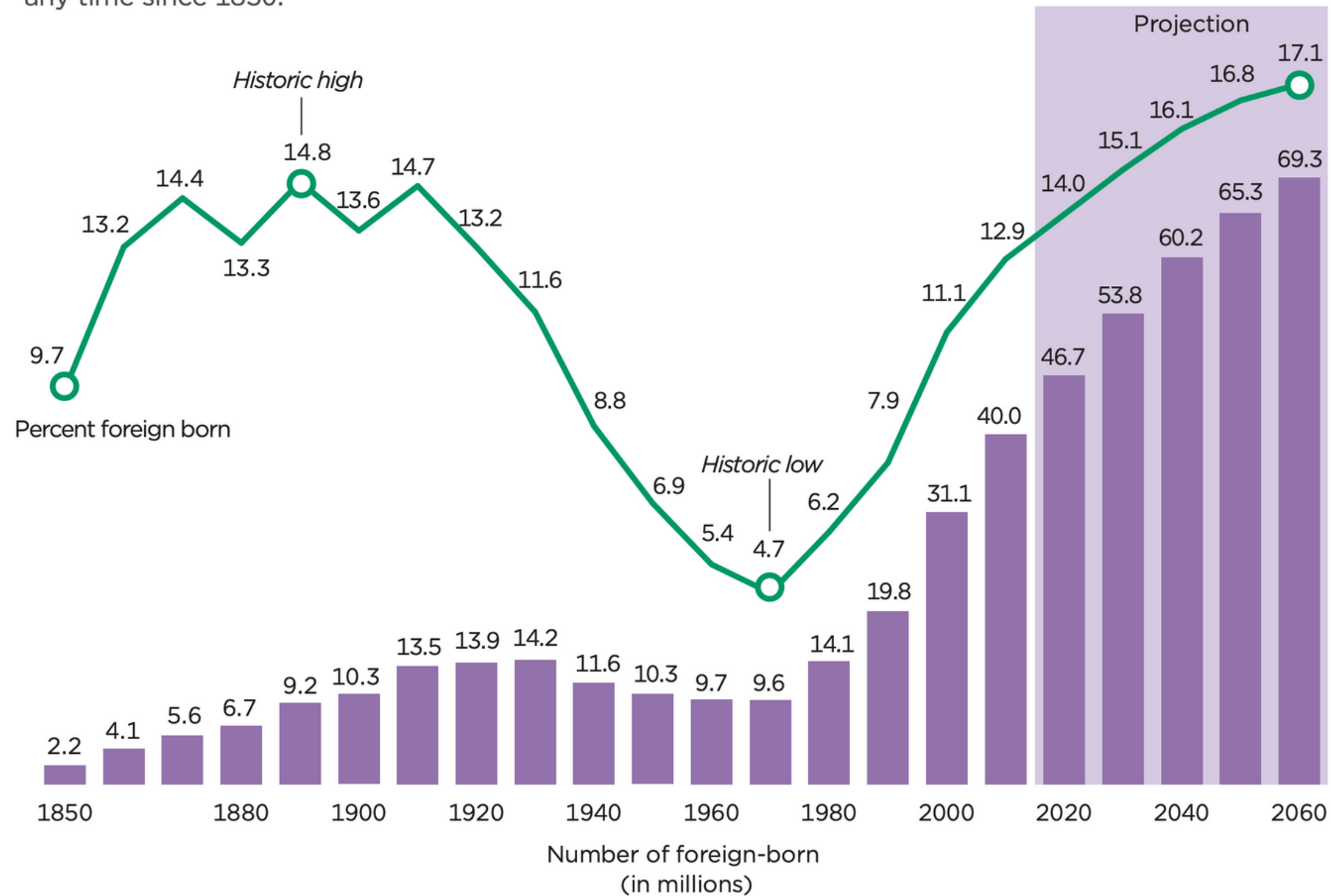
OmniBrands' NA Interfaith ERG Membership

	Corporate	Plant	Total
Total Employees	2,000	18,000	20,000
Members on email list	323	378	701
Members as a % of Total Employees	16.15%	2.10%	3.51%
Active Members*	42	8	50
Active As a % of Total Members	13.00%	2.00%	7.07%
*Active members attend at least 1 event per year			

APPENDIX G: FOREIGN-BORN PEOPLE LIVING IN THE UNITED STATES

Foreign-Born People Living in the United States: 1850 to 2010, Projected 2020 to 2060

By 2028, the foreign-born share of the U.S. population is projected to be higher than at any time since 1850.



Source: U.S. Census Bureau, 1850–2000 Decennial Censuses, American Community Survey 2010, 2017 National Population Projections for 2020–2060.

APPENDIX H:

- Belonging in the workplace: Employee retention and job performance increase when a company exhibits a sentiment of high belonging
<https://hbr.org/2019/12/the-value-of-belonging-at-work#:~:text=If%20workers%20feel%20like%20they,of%20more%20than%20%2452M>.

APPENDIX I:

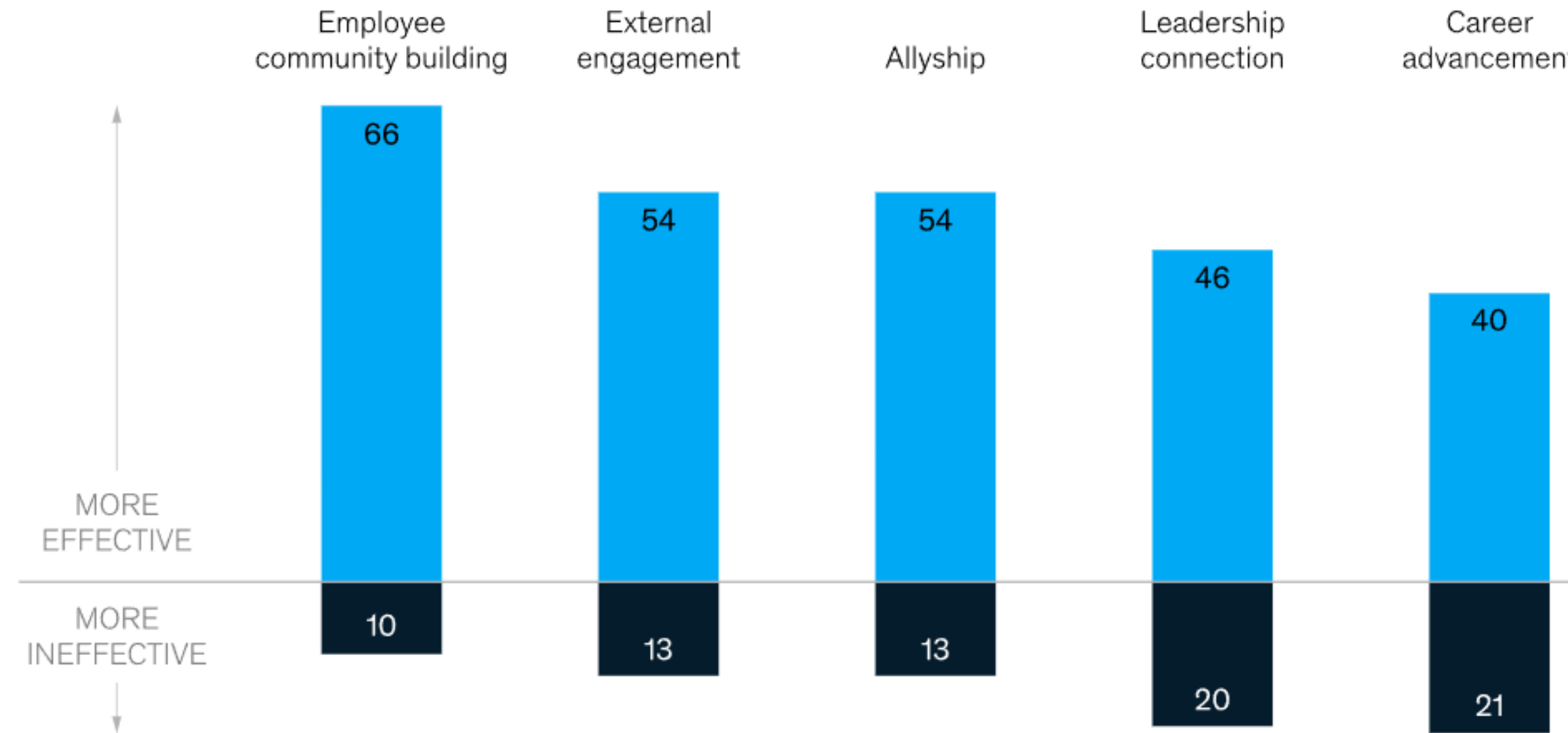
Based on Exhibit 4a. Productivity: Process Reliability Issues (2023 Figures)

Average Scrap/Month	\$412,500
Average DT Wage/Month	\$6,391
Avg Scrap Annualized	\$4,950,000
Avg DT Wage Annualized	\$76,692
<hr/>	
Total Annualized Waste (Material & Time)	\$5,026,692
Improvement	56%
Annualized Unplanned Waste After Improvement	\$2,211,744
Savings	\$2,814,948

ERG STRENGTHS - COMMUNITY BUILDING

Employees are most likely to rate their employee resource groups as effective in building community within the organization.

Effectiveness of employee resource groups (ERG) by dimension, % of ERG members



Note: Respondents who answered "neutral" not shown.
Source: McKinsey Race in the Workplace Survey 2021, Oct–Dec 2020 (n = 24,282)