

HOW POWERS HELPED A LEADING FOOD PROCESSOR ACHIEVE \$6 MILLION IN OPERATIONAL SAVINGS

THE SITUATION

A major food processor with national distribution was under pressure to increase output and reduce rising costs, but their improvement efforts weren't producing lasting change.

Despite having experienced personnel and some past success with lean initiatives, core issues kept resurfacing:

- Indirect labor costs were climbing
- Equipment uptime was inconsistent
- Supervisors struggled to enforce standards from one shift to the next

Leaders were frustrated. They had good people and strong intentions, but day-to-day execution on the floor lacked the structure and follow-through needed to drive consistent performance. Improvement meetings would happen, action plans would be made, but results didn't stick. They were missing the operational habits and systems that make those plans sustainable.

They didn't need another binder of recommendations. They needed support in the trenches, help creating discipline around how the work was being led and executed at the frontline.

WHY THEY CHOSE POWERS

This company chose POWERS because of our reputation for hands-on implementation and measurable impact. They weren't looking for theory or a one-size-fits-all solution. They wanted someone who could walk the floor, work side-by-side with supervisors, and help rebuild the way their operation ran, one habit, one system at a time.

They needed a partner who could engage frontline leaders directly and show them how to lead more effectively through structure, planning, and accountability.

What stood out to them was our focus on strengthening leadership execution, not just analyzing problems but installing the processes that solve them for good.

PERFORMANCE RESULTS

**Annualized
Savings**

**\$6.1
MILLION
In Savings**

WHAT OUR TEAM DID

1. Operational Assessment

We began with a full-scale operational review, on-site and on the floor. We tracked how each shift was planned, how performance was monitored, and how decisions were made when things went off course.

It became clear that gaps in performance were often tied to inconsistent leadership routines and limited visibility into real-time results. Good decisions were being made too late, or not at all, because teams didn't have the systems to respond quickly.

2. Leadership Engagement & Coaching

POWERS worked directly with line supervisors and mid-level managers, coaching them on how to plan, communicate, and manage daily execution. We emphasized proactive shift planning, follow-up practices, and the use of live performance data to guide decisions.

We didn't just teach, we coached. Side-by-side, we helped them build the confidence and consistency to lead every shift with intention.

WHAT OUR TEAM DID (CONTINUED)

3. Management Operating System (MOS) Installation

Collaboratively, develop a Management Operating System tailored to their needs that provides a structure for front-line leadership operations, focused on short interval area/line performance, discovery of reasons for off-schedule/plan execution:

- Standardized shift huddles
- Real-time KPI tracking
- Daily accountability routines
- Management follow-up processes

DPS helped unify communication across shifts and departments. Everyone knew what was expected, what the priorities were, and how performance would be measured.

It created the structure they'd been missing, not in theory, but in practical daily application.

4. Reinforcing Execution Habits

Throughout the engagement, we didn't just introduce systems and walk away. We stayed on-site to reinforce and refine how those systems were being used.

When supervisors missed opportunities to lead proactively, we helped them adjust. When issues popped up that fell outside the playbook, we coached through them.

We made sure the team wasn't just going through the motions, they were building leadership habits that would last.

THE RESULTS

Over 32 weeks, the client saw a dramatic shift, not just in metrics, but in how their operation functioned.

Key outcomes included:

- **\$6.1 million in annualized savings**, verified by client finance
- **Reduced indirect labor costs** through better supervision and resource planning
- **Improved line performance and throughput** due to better shift coordination
- **Greater accountability** among shift leads and area managers
- **Faster recovery time** from disruptions on the floor

THE LASTING IMPACT

Supervisors had new routines. Managers had clear performance data and expectations. And leadership had a scalable framework to support further improvement.

This wasn't a temporary fix. It was a structural shift in how the plant was being led.

POWERS delivered more than cost savings, we helped rebuild the daily habits that keep performance strong and predictable over time.