

SMARTPM

Industry | Future

Increase productivity with better talent management

USE CASE FOR INTEGRATING AUTOMATION AND TALENT MANAGEMENT WITH MIC TECHNOLOGY

CHALLENGE

In this company, **knowledge** about certain stages of the process was **restricted to only a few people**. This situation was leading to a significant dependency that limited the possibilities for growth and knowledge transfer.

In addition to that, the **integration of new team members** was **complex** both due to lack of training and learning time.

Experts **operating as islands**, but with little knowledge of other related areas, and lack of information, slowed down the diagnosis of incidents. These limitations generated deviations between processes, which had a negative impact on production.

The dependence on knowledge was also reflected in **rigidity when it came to manufacturing new products or expanding facilities**: any change in processes meant long lead times.

The cost of having experts doing repetitive, low value-added tasks had a direct impact on the profitability of each part. At the same time, the **lack of ergonomics** in the work was a source of turnover in the team, and manual input in many processes was a source of error.

The management knew that the lack of work efficiency and weak management of talent was not only **making it difficult to retain skilled workers**, but was **having an impact on the quality and OEE** (Overall Equipment Effectiveness) of production.



"79% of companies identify improving people's work efficiency as a critical variable for the survival of companies."

IoT analytics Research Report

SOLUTION



MIC automation platform was deployed and configured to the customer's needs. **The whole team now has access to centralised quality information**. The system brings together work flows, programme management, process monitoring, alarm and incident management, etc.



All workshop personnel have a **real-time overview of the entire process**, integrating different machining and inspection technologies.



MIC makes the work of the operators easier.

On the one hand, MIC guides the operator in their tasks and helps them to manage and anticipate possible problems, and on the other, it has reduced repetitive tasks: it is now the platform that takes on both physical (movement of parts, tools, tooling) and digital (management of data, programmes, controls, paper, etc.) "robotisation".

In short, it has improved people's comfort, performance and productivity.



A framework of continuous improvement has been put in place. The MIC decision engine **has automated decision-making** to speed up response and improve cycle times.



Training time has been reduced and safety has improved thanks to the integration of sensors and controls that minimise risks. Learning curves are simpler and the overview that operators get makes it easier for them to be more versatile.

RESULTS

NOW

RETENTION AND RECRUITMENT HAVE IMPROVED

- ✓ Improved work ergonomics, with a better user experience, which has improved team retention rates.
- ✓ Reduction of low value-added work, with a focus on areas that are more attractive to operators, which in turn puts the company in a better position in the search for talent.
- ✓ Acceleration of training processes, reducing learning times and improving productivity.
- ✓ Improved safety thanks to integrated sensors and controls.

INCREASED PRODUCTION CAPACITY

- ✓ Production capacity has been increased with the same operators. Cells require less operator involvement and allow operators to focus on continuous improvement.
- ✓ Greater flexibility to adapt production to demand thanks to the greater versatility of people.
- ✓ Improved lead time through automation and lower time required for low value-added processes.
- ✓ They can scale their capacity more easily, e.g. duplicating processes.

QUALITY HAS IMPROVED

- ✓ They have real-time integrated information on process and quality data.
- ✓ Diagnosing incidents is easier, as is the rapid adoption of preventive or corrective actions and their subsequent systematic implementation.
- ✓ Human errors that affected part quality have been reduced due to a lower manual workload.
- ✓ Reprocessing and waste have been reduced, thereby improving unit cost per part.

Request a Demo
Contact SMARTPM today

MIC MANUFACTURING INTELLIGENCE CORE

The MIC platform controls and automates industrial processes, and helps in managing talent and knowledge.



- ✓ Up to **30% improvement in OEE**
- ✓ Up to **40% increase in available capacity**
- ✓ **15-20% reduction in unit cost per part**

- ✓ Up to **40% less hours per person** spent on basic process operations

Thanks to improvement in key areas:

- Centralising knowledge in MIC and reducing dependency
- Shortening learning times
- Speeding up process changes and making production more flexible
- Improving the capacity to diagnose incidents
- Reducing errors due to manual operations
- Making team tasks easier



DISCOVER MIC
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