

# Staff Management | SMX and sister brands help client transition manufacturing plant



## Client

A global company that produces automotive glass.

## Challenge

The customer's automotive client was closing one of its plants and moving to a different location. The challenge was to maintain the headcount required to run production lines, given the notice of the plant closure along with volatile timelines. This would ensure the objective of meeting both the current and projected demands through the transfer of the production lines to another location. Later in the project, our team faced additional challenges as the original timeline for transfer was repeatedly delayed.

## Strategy

The Staff Management | SMX team worked with the client to understand their unique needs in transferring their production lines. Our team wanted to ensure there were enough people to finish out the current line and mitigate turnover. They implemented a retention bonus program to incentivize associates to complete their assignments on their designated line or work area. Our recruiters also ramped up their local site efforts.

We partnered with our sister brands, PeopleReady and the Rapid Workforce team from SIMOS Solutions to supplement the associate base. Using our solutions — especially the partnerships — Staff Management | SMX was able to mitigate associate turnover and maintain the required associate headcount levels to meet most production requirements despite the changing timelines. This creative solution illustrates the benefit when brands across the company work together to solve our clients' needs and challenges.

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## Line closure and transfer were completed in less than two months