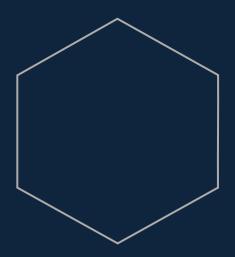
Cultural Alignment Plan Quality Lift Trucks Mexico

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Agenda



Our Current Challenges

- Communication Gaps: Employees feel unheard and uninformed.
- Negative Work Environment: Stress, conflict, and lack of recognition are prevalent.
- High Turnover: We're losing valuable talent due to these issues.
- Leadership Gaps: Managers need more training and support.



Goals for a Stronger Culture

- Transparent Communication: Open channels, regular feedback, clear expectations.
- Positive Workplace: Reduced conflict, recognition programs, wellness initiatives.
- Empowered Employees: Professional development, clear career paths, fair promotions.
- Fairness & Equity: Equal pay, unbiased evaluations, transparent processes.
- Effective Leadership: Comprehensive training, 360-degree feedback, mentorship.



How We'll Achieve Our Goals

Communication:

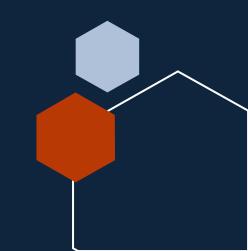
- Implement Factorial for daily communication and feedback.
- Hold regular "Ask Me Anything" sessions and employee surveys.

Positive Workplace:

- Anti-bullying/gossip policy with clear consequences.
- Conflict resolution workshops and peer mediation.
- Wellness activities (gym memberships, mental health resources).

Employee Empowerment:

- Multifaceted recognition program (awards, nominations, rewards).
- Individual Development Plans (IDPs) for all employees.
- 20+ hours of professional development training per year.



How We'll Achieve Our Goals (cont.)

Fairness & Equity:

- External HR consultant to ensure pay equity.
- Standardized performance evaluations with 360-degree feedback.
- Transparent promotion process with clear criteria.

• Effective Leadership:

- 6-month leadership development program for all managers.
- 360-degree feedback for managers with ongoing development plans.



Timeline: A Phased Approach



Months 1-2

Planning and preparation (task force, Factorial optimization, policy development).

Months 3-4

Initial implementation (communication campaigns, workshops, job description standardization).

Months 5-6

Expansion and monitoring (wellness activities, leadership training, promotion process).

Months 7-9

Continued implementation and adjustments (refining programs, addressing equity issues).

Months 10-12

Final evaluation and planning for the next year.

What Success Looks Like



- •Engaged Employees: Increased satisfaction, motivation, and commitment.
- •High Performance: Improved productivity, innovation, and customer service.
- •Lower Turnover: Reduced costs and a more stable workforce.
- •Positive Reputation: Attracting top talent and enhancing our brand.
- •Growth: A thriving company culture that supports longterm success.

Conclusion

Let's make Quality Mexico a great place to work!



