

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

Decorative geometric shapes in the bottom left corner, including a large blue hexagon, a smaller blue hexagon, and a white outline of a hexagon.

- **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 long-term success.

Conclusion

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



Q&A

