

Allow Your
Employees to
be Independent!

REPORT



Introduction

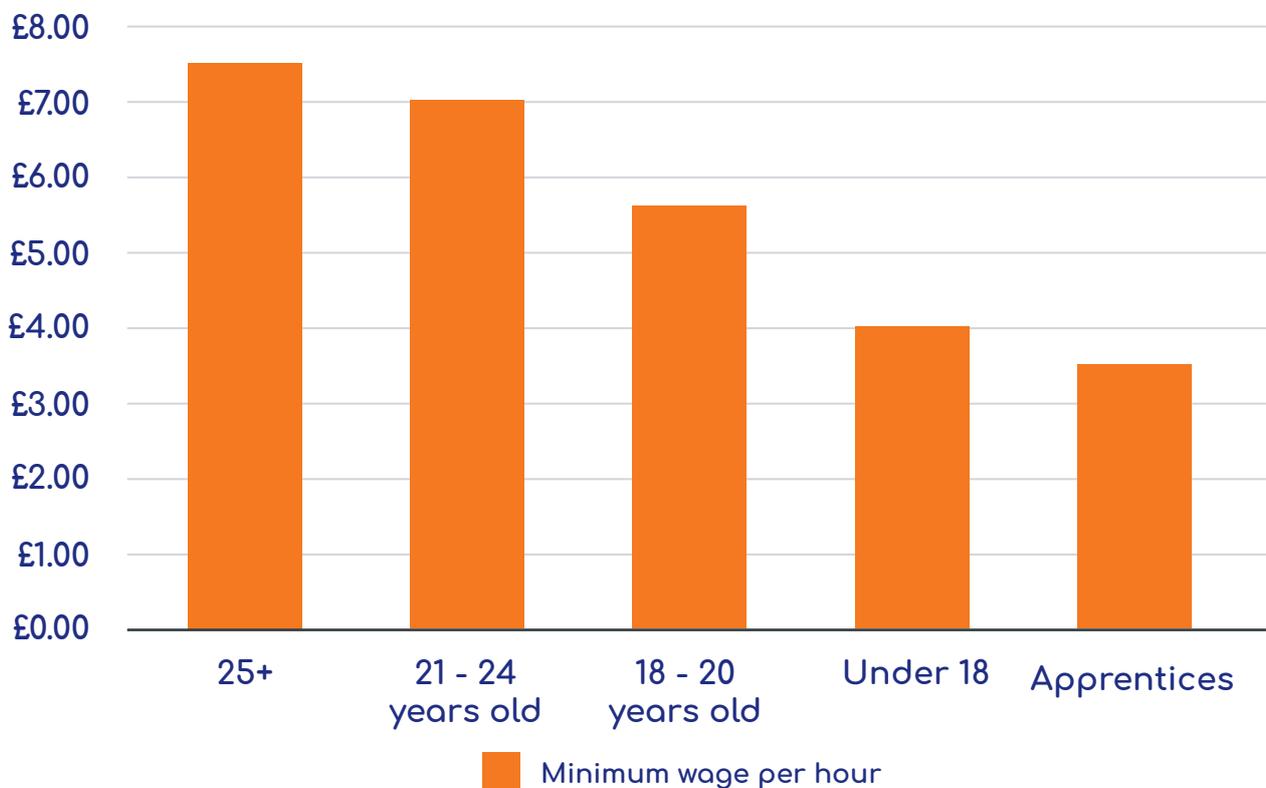
Employees feel as though they are being micromanaged and don't believe they have the same types of benefits and progression opportunities as those in higher positions. Whilst Managers are fed up with spending the majority of their time managing employees,

undertaking administration tasks- leaving hardly any time to do much else!

Self-sufficiency for staff can lead to a boost in engagement, an improvement in retention, better decision making and increased productivity and organizational effectiveness.

Chris Love
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Don't Waste Time on Admin Tasks



The federal minimum wage in the US is \$7.25 per hour and differs per state.

We spend so much money on wages as well as overtime, therefore it's important we make the most of employees' time, while giving staff opportunities to progress.

How can you ensure your employees are self-reliant?

1. Implement Workforce Management Software

The correct workforce management system could save your organization unrealized cost savings. WFM Connect is an efficient mobile solution for scheduling, it's an employee self-service software which provides optimal scheduling based upon demands, rules, regulations and employee preferences.

WFM Connect and Workforce Management go hand in hand as WFM Connect boosts the

productivity of your workforce – employees are self-reliant and able to do more, therefore they feel more empowered.

In addition, WFM Connect has extended labor planning, forecasting, scheduling and performance reporting features. It also has role-based mobile capabilities to improve productivity, transparency and employee engagement, resulting in enhanced customer service.



Advantages of the WFM Connect app:

- Improved productivity
- Budget control
- Reduced risk of compliance issues
- Efficiency in time off requests
- Employee satisfaction
- Ease in matching employee to requirements across all locations
- Lower labor expenses
- Employee retention
- Audit trail and visibility
- Employee self-service – a nicer place to work
- Process is streamlined
- Simplicity for both employees and Managers overall

The WFM Connect app has 6 screens which employees and Managers are able to view; Available Shifts Screen, Shift Swap Screen, Time Off Request Screen, Schedule Editor Screen, Planning Screen and Breaks Screen.



2. Train and Coach Your Team

To help your team develop and maximize their potential, it's important you train them well and explain problem solving techniques to assist

them in tackling issues that may arise. Allow your staff to ask questions and make notes along the way.

Empower your employees to get on with the work and if a problem arises, let them take the lead.



3. Introduce Enterprise Store Operations

ESO Connect is a mobile solution enabling employees to update inventory levels in real-time, all from a mobile device.

ESO Connect provides a mobile solution for stock counting that automatically updates your back office system from the sales floor. With offline capabilities stock counts are saved onto your device and your system is updated once back online.

ESO Connect increases visibility while reducing labor costs.

- Stock counts are captured easily in real time, expediting the stock counting process and eliminating unnecessary manual steps
- ESO Connect enables employees to count with multiple devices simultaneously, meaning stock counts are completed in a fraction of the time
- Utilizing mobility, your stock counts can be updated from the sales floor, stock room, freezer, and even the delivery truck. This includes accounting for any wastages, and transfers between stores
- Where Wi-Fi connectivity can be an issue such as in the freezer, or back corner of the store - counts are stored on your device until a connection is made, updating automatically once back online
- Employees are able to utilize their time well rather than spending time writing everything down manually



4. Always Give Honest Feedback

Although people like to know they have done a good job, this doesn't help with their progression if this really isn't the case.

If someone has done a good job, then explain why it was a job well done. No one likes to hear they've done a bad job, but you can explain it

with a positive at the end for example, explain specifically what it was that was bad, what the consequences were and what they can do better next time. This enables your team to do a quality job on their own in future.



If you would like further information on the following Connect products: WFM or ESO - contact us at REPL by filling out our online contact form, and a member of the team will be in touch shortly.



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