

EMPLOYEES LEAVE MANAGERS, NOT COMPANIES.



ARE YOUR DC MANAGERS A LEADING CAUSE OF TURNOVER?
HALF OF THE PROFESSIONALS SURVEYED (49%) HAVE QUIT A JOB DUE TO A BAD BOSS.

Research from global staffing firm Robert Half suggests there's truth to the saying,
"People leave managers, not companies."

'As many as 50% of all hourly workers leave new jobs within the first 120 days'



These facts highlight the extreme importance of the front-line management team in your DC.

Your DC team is the cornerstone of your operation and will heavily influence your hiring and retention success or failure.

TOP SKILLS TO LOOK FOR WHEN HIRING DC MANAGERS

Essential skills of a distribution manager include the ability to think creatively, the capacity to reason logically, interpersonal skills, and skill in data analysis.

Focus on equipping front-line managers for long-term success, not just short-term cost reduction.

The Issues

60% of managers report spending 3+ hours a day on administrative tasks.

A common practice in DCs is to promote the best of the workforce, have the desire to join the management ranks, and continue down a leadership career path.

New supervisors often struggle to translate their skillset (usually, they are strong individual contributors who have mastered their hourly functions) into the habits and leadership required of an effective manager.

Many companies do not have the tools, training, or processes necessary to equip new supervisors with these critical leadership skills. Instead, most learn through trial and error.

For those who eventually figure it out, the process can be arduous for both the new supervisor and their supervisees.

Key Tips

How to equip your DC Managers to lead.

Improvement. Clearly defined and documented expectations by level.

Focused training program. Designed around real world scenarios that DC managers will face every day.

Work design. Outline of a 'typical day' with guidance on how time should be spent. Having your DC management team in a regular cadence can shift mindset and habits from reactionary to proactive.

Tools to manage the operation. A significant burden has been placed on frontline teams to spend time pulling together useful information. Enable your organization with metrics and reporting automation so that your team can be out in the operation managing people.

Many supervisors and managers identify the part of their responsibilities with the biggest reward as the part where they help their teams and people succeed.

- Equipped with the right skillset and automation technologies, managers can focus the appropriate amount of time on coaching their teams. That can be the difference between a workforce that is engaged and one that is not.
- The research found that an engaged workforce experiences 59% lower turnover, 70% fewer safety incidents, and 17% higher productivity.
- In addition, the research showed that when the managers are engaged, workforces are 59% more likely to be engaged.



56% cited team and company success as the most rewarding part of their jobs.

In today's economy, DC Managers must be equipped to lead successfully. That translates to growth, scale, and profitability. When there is a downturn, you'll need high-performing supervisors to manage through change, retain talent, identify efficiencies and cost reductions, and handle adversity.

Call us today to discover how TZA's ProTrack Labor Management Software with Business Intelligence Dashboards drive better decision making throughout your business by infusing intelligence into business applications, workflows and processes wherever your teams spend their time.