

SHAW INDUSTRIES GROUP, INC.

CHALLENGES

- In 2011, Shaw Plant #13 experienced increased engagement issues among the associates in their 2nd Shift
- Skill development and retention was on the decline while absenteeism was on the rise
- Additionally, heavy management oversight was required to address behaviors, including extended breaks, productivity gaps, and safety concerns

USE CASE

- The 2nd Shift Manager attended the InsideOut Coaching™ Workshop and implemented the approach with his team
- He utilized the GROW® Model and other InsideOut concepts for performance conversations including annual reviews, corrective actions, attendance records, and career and leadership development
- The manager started a program of renewed focus on safety, teamwork, and communication

Company Profile

Company:

Shaw Industries Group, Inc.

Company Size:

Large Enterprise

Industry:

Chemicals

About InsideOut Development

InsideOut Development turns managers into leaders by making it easy to have effective coaching conversations that develop and focus people. Their coaching framework empowers coaches to align teams and spark ownership of outcomes.

Learn More:

[InsideOut Development](#)

“ InsideOut Coaching helped my team know what to pay attention to. We removed our interference and put the focus back on safety, teamwork, working relationships, and communication. **This sparked a newly found energy which reduced absenteeism and increased morale.** ”

RESULTS

The surveyed company achieved the following results with InsideOut Development:

Key benefits realized since working with InsideOut Development:



23 process improvements were submitted by 2nd Shift associates in 2014



The 2nd Shift productivity improved significantly with fewer unplanned stops and less waste



The 2nd Shift outperformed the 1st Shift in several key metrics: Off Quality Comparison, Tile Run Efficiency, and Broadloom Runtime Efficiency



0 medical accidents were reported during the 2nd shift in 2014

