

CASE STUDY  
High Performance Workplace Program  
**Geofabrics**

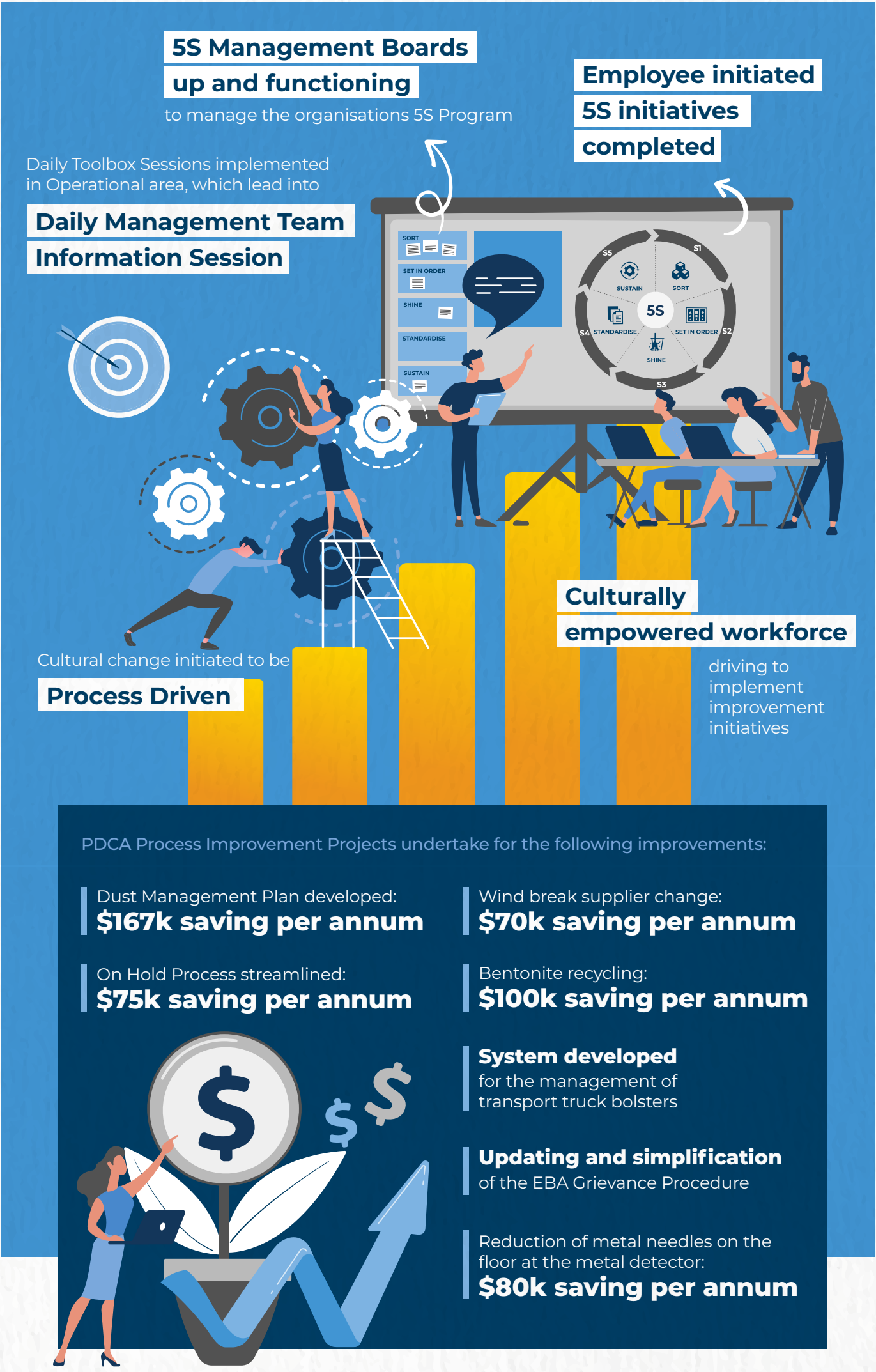


Subsidised by the Queensland Government

Geofabrics’ Path to Operational Excellence  
**Enhancing Processes, Reducing Costs, Driving Change**

**BENEFITS**

Vative empowers change for a sustainable future - helping Geofabrics drive innovation, efficiency, and lasting improvements.



**INDUSTRY**

Geosynthetics

**CLIENT PROFILE**

Geofabrics Australasia, with over 40 years of experience, is the leading geosynthetics manufacturer and supplier in Australia and New Zealand. They specialise in providing innovative solutions for infrastructure projects across various sectors, including roads, rail, mining, coastal, waste management, and sports and recreation. In 2021, Geofabrics expanded its capabilities by acquiring Plascorp, a prominent Australian manufacturer of industrial products, further strengthening its position in the market.

**BUSINESS SITUATION**

Geofabrics Australasia is the only geosynthetic manufacturer in Australia. Local production gives greater control over environmental impacts - such as energy use and waste management - and reduces emissions from transport compared to imported products. However, with strong cost competition from overseas manufacturers, Geofabrics is focused on maintaining efficiency to remain competitive and keep manufacturing local.

**SOLUTION**

Geofabrics transformation started with the site Leadership team aligning on a People and Process-focused approach to to navigate the impacts of domestic and international economic instability. With support from the local regional manufacturing hub, Vative was engaged to guide the development of strategic A3s, mapping out an 18-month improvement journey. As part of the High-Performance Workplace Program (HPWP), Lean Leadership training and whole-of-business diagnostics were delivered, resulting in clear, prioritised improvement plans aligned to business goals and team capacity.

Following the success of the HPWP, Geofabrics invested in upskilling frontline teams through Certificate III and IV in Competitive Systems and Practices. This nationally accredited training played a pivotal role in embedding Lean and HPWP principles across the organisation. Teams implemented Quick Changeover initiatives, Total Preventative Maintenance practices, and streamlined approval processes. These improvements delivered significant savings, enhanced issue visibility, and embedded agile, responsive processes across the business. Geofabrics is now well-positioned to tackle larger-scale improvement initiatives.

CASE STUDY

High Performance Workplace Program

Geofabrics

TRAINING OUTCOMES

Geofabrics took a structured approach to Continuous Improvement, beginning with the development of their 2023/24 Strategic Plans to guide business priorities. Visual Management Boards were introduced in operational areas to drive engagement and transparency around performance. Value Stream Mapping was conducted across the Bentonite Manufacturing, Data Validation, and Roll Handling processes to identify inefficiencies and streamline workflows.

Lean foundations were embedded through the introduction of 5S and the rollout of 5S Boards, with a targeted 5S Kaizen Blitz in the Needleboard Maintenance Area delivering immediate impact. Waste Walks encouraged teams to identify and address non-value-added activities, while a Glenday Sieve Analysis helped optimise the product mix. These initiatives supported a culture of operational focus, employee involvement, and sustainable improvement.

HPWP Program

The High-Performance Workplaces Program (HPWP) helps Queensland manufacturers transition to advanced manufacturing and Industry 4.0, enhancing productivity, profitability, and workforce capability through Lean practices, process improvements, and accredited training. The program is delivered in two stages. The first involves a Business Performance Review and the development of an Improvement Plan. The second stage implements these plans with structured training to embed long-term improvements.

State Funding

In addition to support received by the HPWP Program, State Funding also played a key role in making Accredited Training more accessible for Geofabrics, enabling their team to strengthen their Lean capabilities. Geofabrics’ leadership team moved swiftly to maximise this opportunity, positioning Geofabrics on the path to becoming a benchmark for Lean Manufacturing Excellence.

TRAINING BREAKDOWN



HPWP Leadership Training  
4 Leaders



Certificate III in Competitive Systems and Practices  
9 Staff Members



Certificate IV in Competitive Systems and Practices  
14 Staff Members



TAKE THE NEXT STEP

Why Lean Six Sigma Accredited Training is Vital for Australian Businesses

Are you ready to explore how Lean can bring long-term success to your business?

Whether you're in manufacturing, healthcare, hospitality, or any other Product / Service industry, Continuous Improvement can transform your business. Lean is not just for large corporations – it’s for every business aiming to increase efficiency and customer satisfaction while maintaining competitive edges in their industry.



Cost Reduction

Cut down rework, inventory mismanagement, and stockouts, leading to direct financial savings.



Operational Efficiency

Streamline processes, reduce waste, and improve product quality.



Empowered Workforce

Foster a culture of Continuous Improvement, where employees are actively engaged in driving change.

Vative

With the sole purpose of empowering change to build a better future, Vative is an Australian business optimisation consultancy and Registered Training Organisation (RTO 91467) specialising in Lean Six Sigma and Continuous Improvement training. Since 2006, Vative has helped organisations across various industries, including Australia Post, Bosch, and Monash University, enhance efficiency and drive sustainable growth. Offering nationally accredited courses and tailored consulting services, Vative equips businesses with the skills and strategies to achieve measurable results.

Vative’s Business Transformation Experts are ready to help.

Schedule a consultation to discover how we can assist in achieving sustainable, Continuous Improvement tailored to your needs.