

CASE STUDY

High Performance Workplace Program

One Solomons



Subsidised by the Queensland Government

A Queensland Success Story

Using Government Funded Accredited Training to enable Business Transformation.

TRANSFORMATION OUTCOMES

Vative empowers change to build a better future - helping One Solomons do just that, driving significant improvements.

Increased Leadership

Capacity for Innovation

Front-line Supervisory teams have moved from firefighting to proactive and methodically problem solving

From 5-8 to
**1-2 STOCKOUTS
PER MONTH**

Improved Stock Management

Stockouts reduced from 5-8 per month to just 1-2, streamlining production and delivery.



65%

Reduction in Installation Rework

Resulting in monthly front-line team productivity benefits.



Efficient Monthly Stocktake

Time to complete monthly stocktake was reduced from

3 DAYS to JUST 1 DAY



“Every problem is an opportunity to make positive change”

The whole businesses learnt how to identify waste in their processes and a methodical approach to eliminate it. Saving them time and repetitive frustration. “How can I improve the process today?” becoming a common discussion item leading to increased employee engagement and an enthusiasm to make change for the better.

INDUSTRY

Manufacturing

CLIENT PROFILE

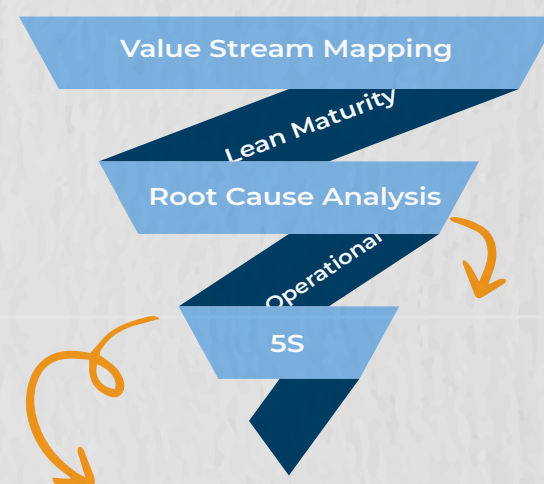
One Solomons is a Queensland-based, family-owned business specialising in high-quality shutters, blinds, security screens, and awnings. With over 30 years of experience, they manufacture high-quality products in their Cleveland factories, offering fast turnaround times and excellent service across South-East Queensland and Northern NSW.

BUSINESS SITUATION

One Solomons, under new ownership of Henry Friend, wanted to invest in building internal capability and capacity for growth. Some core challenges the leadership team wanted to address was high internal rework rates (up to 30%) and inefficiencies in installation processes.

SOLUTION

One Solomons embarked on a transformation to address both process efficiencies, and to embed a culture of Continuous Improvement into their business. They initiated their Continuous Improvement journey with the leadership team embarking on the High Performance Workplace Program (HPWP). This included Lean Leadership training, a whole of business diagnostics review with prioritised improvement plans and implementation support.



CULTURAL CHANGES
WORKFORCE EMPOWERMENT
SIGNIFICANT COST SAVINGS

This successful program led to One Solomons committing to their whole organisation taking on Certificate III and IV Competitive Systems and Practices training. This nationally accredited training played a pivotal role in embedding Lean and HPWP principles across the organisation and helped to build the internal capacity and capability to continue and sustain their own Continuous Improvement journey.

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TRAINING OUTCOMES

Through techniques like Value Stream Mapping, Lean Maturity Diagnostics, mini Root Cause Analysis workshops, and implementation of 5S and operational flow improvements, One Solomons experienced cultural changes, workforce empowerment, and significant cost savings. This was achieved by working closely with the leadership and the frontline teams to shift the paradigm of how work is performed and perceived.

HPWP Program

The High-Performance Workplaces Program (HPWP) supports Queensland manufacturers in transitioning to advanced manufacturing and Industry 4.0. It enhances productivity, profitability, and workforce capability through Lean practices, process improvements, and accredited training. The program is delivered in two stages. The first stage involves a Business Performance Review and the development of an Improvement Plan. The second stage focuses on implementing 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 One Solomons, enabling their team to strengthen their Lean capabilities. One Solomons' leadership team moved swiftly to maximise this opportunity, positioning One Solomons on the path to becoming a benchmark for Lean Manufacturing Excellence.

TRAINING BREAKDOWN



Certificate IV in Competitive Systems and Practices
8 Supervisors + Managers



Lean Six Sigma Yellow Belt
24 - Whole of business



Lean Six Sigma Green Belt
1 - The owner



TAKE THE NEXT STEP

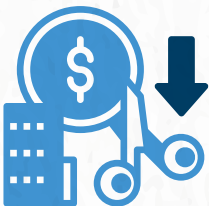
Why Lean Six Sigma Accredited Training is Vital for Australian Businesses

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.



Operational Efficiency
Streamline processes, reduce waste, and improve product quality.



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



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.

