

CASE STUDY

High Performance Workplace Program

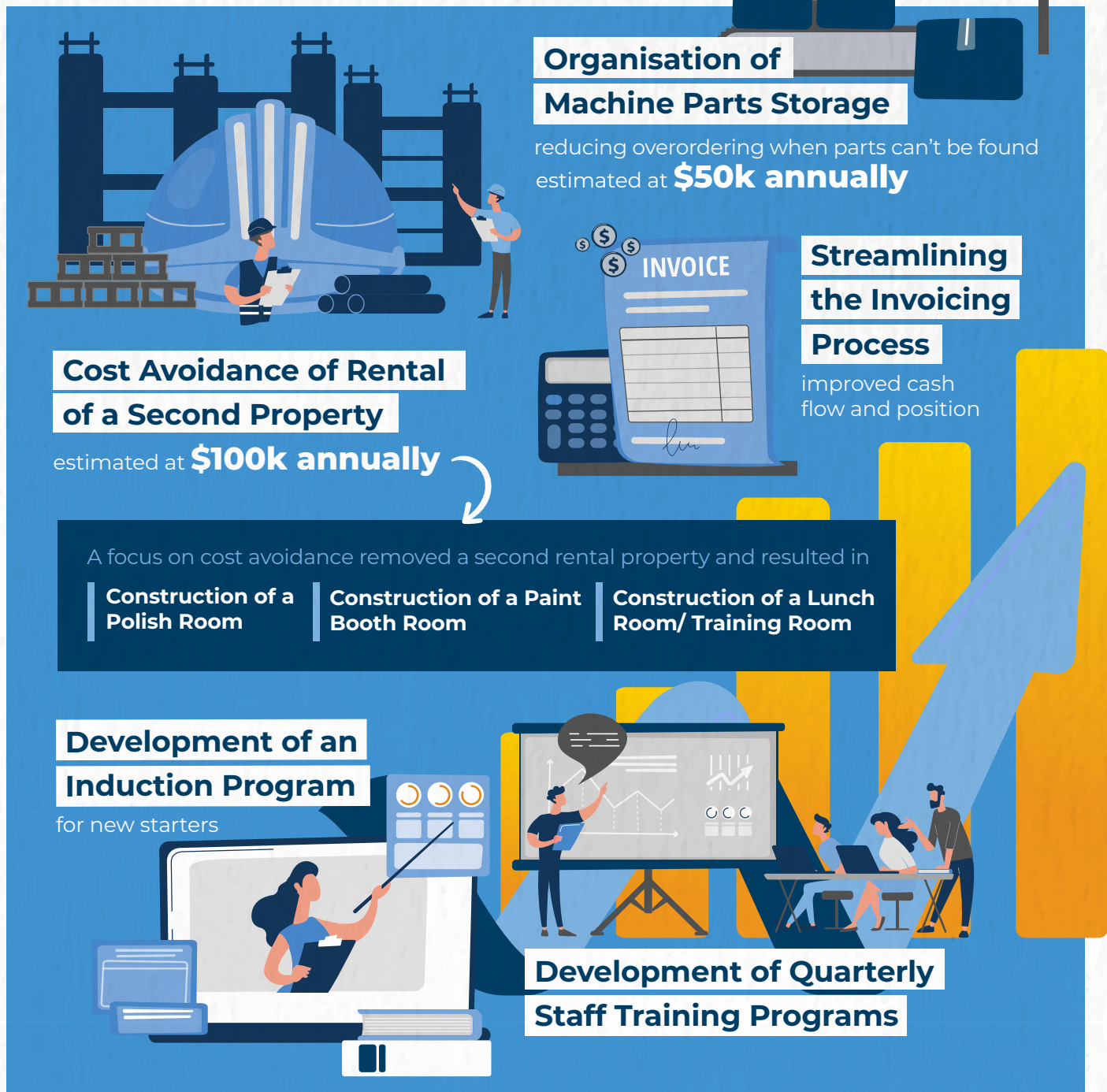
Stella Marine

A Queensland Success Story

Using Government Funded Accredited Training to enable Business Transformation.

BENEFITS

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



INDUSTRY

Manufacturing

CLIENT PROFILE

Stella Marine is an Australian-owned marine engineering company based in Coomera, Queensland. Established in 2003, they specialise in manufacturing, distributing, and engineering premium marine equipment, including watermakers, hydraulic swim platforms, and helm chairs. Partnering with top brands like WhisperPower and CMC Marine, Stella Marine delivers high-quality products and services to boat owners and builders across Australia.

BUSINESS SITUATION

Stella Marine launched training to align the entire business - from senior management to engineers, fabricators, welders, apprentices, and office staff - under a shared vision, purpose, and way of working. This initiative reinforces their commitment to “forging value through engineered excellence, innovative solutions, and strategic partnerships”.

SOLUTION

Stella Marine 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, prioritised improvement plans, and implementation support. The HPWP program also incorporated a review of their manufacturing site layout and flow to optimise space and eliminate the need to rent additional facilities. Following the program's success, Stella Marine committed to upskilling their Management and Supervisory team with a Certificate IV in Competitive Systems and Practices. This nationally accredited training played a pivotal role in embedding Lean and HPWP principles across the organisation to drive future growth and improvement initiatives.

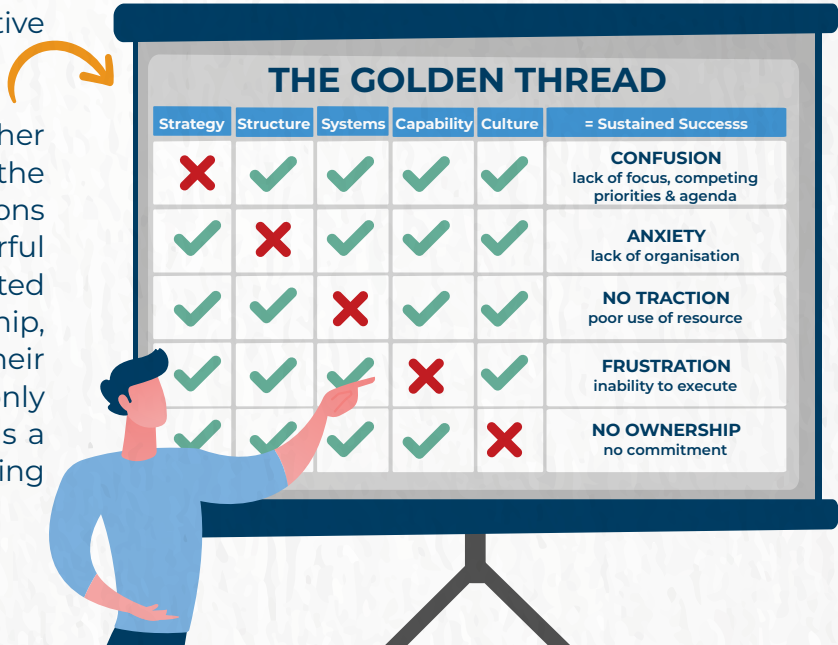
CRITICAL CHALLENGE

When Stella Marine brought multiple teams under one roof, they faced a critical challenge - aligning their people, processes, and strategy into a unified operation. With different systems and ways of working, the risk of misalignment was high. The turning point was the Leadership Team's ability to embed “the golden thread” throughout the business - ensuring a clear, shared vision that every team member could connect to.

A strong organisational structure provided the right support, while Visual Management Boards integrated with business systems to streamline communication, improve

information flow, and enable effective problem-solving.

Investing in capability building was another key driver, equipping employees with the skills needed for both current operations and future growth. But the most powerful enabler was Stella Marine's family-oriented culture, fostering accountability, ownership, and mutual support. By strengthening their people and processes, Stella Marine not only navigated this transition but emerged as a more connected, high-performing organisation.



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TRAINING OUTCOMES

Stella Marine embraced a structured approach to Continuous Improvement, integrating methodologies such as Value Stream Mapping, Lean Maturity Diagnostics, Root Cause Analysis workshops, Space Layout Optimisation, and 5S to enhance efficiency, reduce costs, and empower their workforce.

A key focus was cascading the vision and values throughout the organisation to embed new ways of working, ensuring alignment between leadership and frontline teams. This was reinforced through Daily Review Meetings, strengthening communication and decision-making alongside existing Shop Floor Meetings. Employees actively contributed to improvement initiatives through PDCA projects, leading to tangible outcomes such as a structured induction program, streamlined invoicing, and a 5S Kaizen Blitz. By embedding these improvements into daily operations, Stella Marine fostered a culture of accountability, agility, and Continuous Improvement, positioning the business for long-term success.

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 Stella Marine, enabling their team to strengthen their Lean capabilities. Stella Marine’s leadership team moved swiftly to maximise this opportunity, positioning Stella Marine on the path to becoming a benchmark for Lean Manufacturing Excellence.

TRAINING BREAKDOWN

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HPWP Leadership Training
4 Leadership Team Members
- 

Certificate IV in Competitive Systems and Practices
18 Eligible Participants
- 

Completion
100% Completion Rate



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.