

TOP ISSUES HR LEADERS ARE DISCUSSING

Many manufacturing HR leaders are dealing with the same workforce and leadership challenges.

1 Supervisor Capability Gaps

Yes, this is a challenge for us

Supervisors are often promoted based on technical skill rather than leadership ability. This leads to inconsistent communication, unclear expectations, and uneven team performance across shifts.

2 Employee Retention and Early Turnover

Yes, this is a challenge for us

Employees are leaving within the first 6–12 months more frequently than expected. Exit feedback often points to unclear expectations, inconsistent supervision, or lack of engagement early in employment.

3 Inconsistent Performance Conversations

Yes, this is a challenge for us

1:1 conversations and coaching discussions vary widely by supervisor. Some employees receive consistent feedback and support, while others receive little to no structured communication.

WHAT HR LEADERS SAY THEY NEED MORE OF

- Stronger frontline supervisor consistency
- Better retention of early-tenure employees
- More structured employee conversations
- Clear development pathways for hourly employees
- A reliable system for coaching and accountability

SEE HOW OTHER MANUFACTURING LEADERS ARE ADDRESSING THESE CHALLENGES

Inside the HR Management Peer Group, manufacturing leaders participate in:

- Monthly facilitated discussions focused on real workforce challenges
- HR-only manufacturing peer collaboration
- Practical tools and shared approaches that work in production environments
- Conversations centered on retention, leadership, and supervisor development

EXPLORE THE HR MANAGEMENT PEER GROUP

<https://www.mfrall.com/hrmanagement/>

