



OMNIBRANDS

Improving Profitability Through Spirituality
& Inclusion

Team Introduction



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Agenda

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- Current Situation

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- Root Cause Analysis

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- Recommendations and Metrics

4

- Risks & Mitigations

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- Next Steps

+\$470 Million

78 Basis Points increase in Operating Margin

Problem Statement

OmniBrands' factory workers believe that their

personal values & beliefs are **not**

respected at their workplace

Current Problem



Mental Health Issues

"After losing someone close to me, time off was good but I felt like even when I returned I couldn't function."



Unable to Attend Festivals

"Missing out on Yom Kippur because we were short-staffed really hit me hard. It's important to me and many of us to keep our traditions."



Long Working Hours

"It is challenging to regularly participate in daily prayers when I must be on the line my entire shift."



Proselytizing

"It gets uncomfortable when someone's always on about their personal beliefs, especially during breaks."



High Attrition Rate

"A lot of good people have left because they're just burned out or feel like they're missing out on life outside work. We're all feeling the stretch."



Lack of Prayer Rooms

"We've been allotted a supply closet for meditation and those who say daily prayers, however it gets busy and isn't easily accessible given our short breaks."

Current Situation

Recommended Strategy

Potential Benefits

Risks & Mitigations

Next Steps

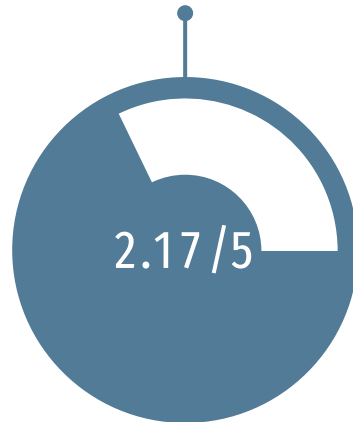
Survey Analysis



Physical Health



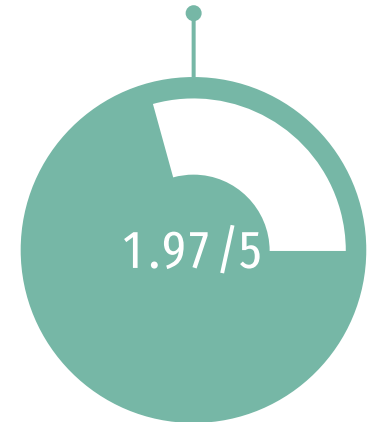
Mental Health



Social Health



Spiritual Health



Current Situation

Recommended Strategy

Potential Benefits

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Next Steps

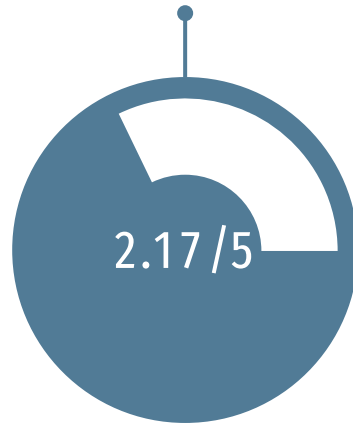
Root Causes



Physical Health



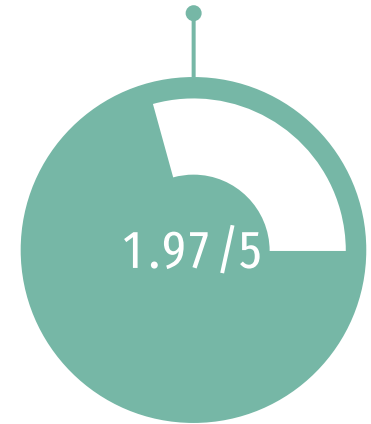
Mental Health



Social Health



Spiritual Health



Current Situation

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Potential Benefits

Risks & Mitigations

Next Steps

Recommendations



Community Rooms

Rooms specially allocated for spiritual activities, including ERGs.



Flexible Hiring

Increase headcount in flexible roles to unlock bandwidth to address spirituality.



Faith & Belief Policy

Include clear rules on belief respect, flexible festival days off under timely request, etc

Current Situation

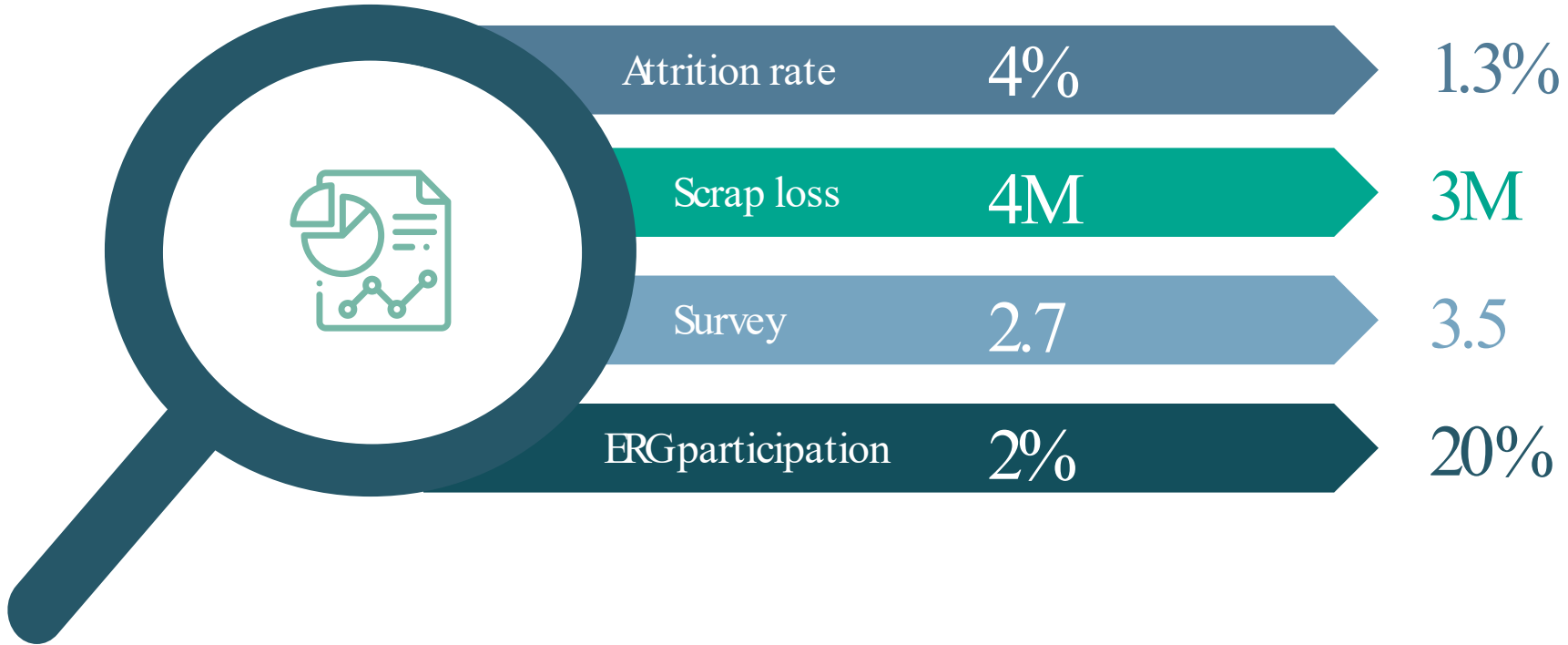
Recommended Strategy

Potential Benefits

Risks & Mitigations

Next Steps

Metrics to Assess the Impact in Business Growth



Current Situation

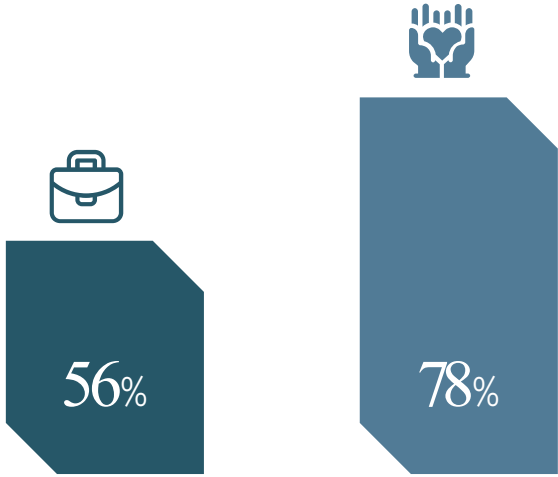
Recommended Strategy

Potential Benefits

Risks & Mitigations

Next Steps

Increasing inclusion and belonging benefits



Performance

Increase 56%
in job
performance

Wellbeing

78% of people
rate favorably on
their wellbeing

Financial Model



\$456 Mn

Improved Scrap Savings

Bringing back # of unplanned down times from 7.33 to 4.5/month



\$87 Mn

FIE Turnover savings

Bringing back attrition from 4% to historic avg of 1.33%



-\$71 Mn

Cost of extra hiring

2 additional technicians per line
=
619 Extra hires across NA



-\$1.6 Mn

Community Infrastructure

Cost of building community spaces across all facilities
\$86 x 18000 employees

Current Situation

Recommended Strategy

Potential Benefits

Risks & Mitigations

Next Steps

Risks & Mitigations

Risk	Proselytizing or Development of Dominating Groups	Manager Work Overload / Leading ERG	Sensitive Topics	New Hires Bias
Impact	High	High	High	High
Likelihood	High	Medium	High	Medium
Mitigation Plan	<ul style="list-style-type: none"> Assign Technicians as leaders to foster leadership and improve participation in the ERG groups. Provide training on the policies that guide proper interaction among different religious groups. 	<ul style="list-style-type: none"> Create a specific position that is responsible for faith and belief; an ERG capable of providing guidance to different religious groups. 	<ul style="list-style-type: none"> Develop a weekly newsletter to allow communication and knowledge sharing of different beliefs about sensitive topics. 	<ul style="list-style-type: none"> Perform a network statistical assessment that can identify potential systematic hiring biases. Strengthen confidentiality in job applications to avoid disclosing religious affiliations.

Current Situation

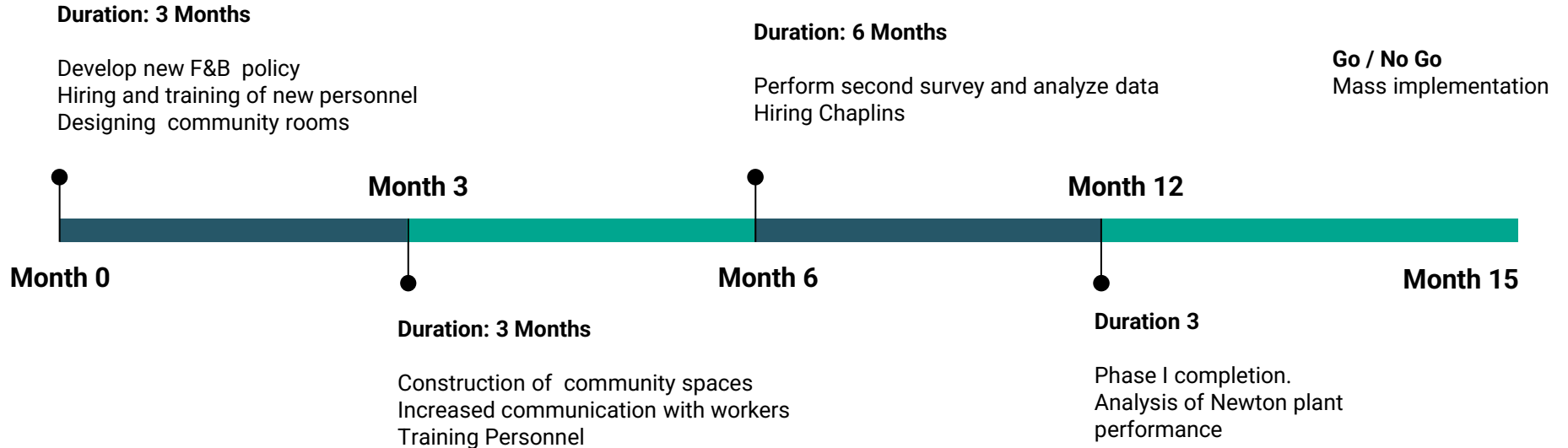
Recommended Strategy

Potential Benefits

Risks & Mitigations

Next Steps

Next Steps



Current Situation

Recommended Strategy

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Thank You

Appendix -1 Survey Analysis

	Questions	Average Rating	Overall Average
Physical Health	Q1	3.19	3.18
	Q2	3.23	
	Q3	3.19	
	Q4	3.09	
Mental Health	Q1	2.30	2.17
	Q2	2.13	
	Q3	2.21	
	Q4	2.01	
Social Health	Q1	3.3	3.37
	Q2	3.36	
	Q3	3.4	
	Q4	3.4	
Spiritual Health	Q1	2.11	1.99
	Q2	1.91	
	Q3	1.97	
	Q4	1.95	

Appendix 2 Recommendations References

Faith and Belief at the workplace Recommendations and Policy:

Singh, Simran Jeet. "How to Talk About Religion at Work." Harvard Business Review, September 2022.

<https://hbr.org/2022/09/how-to-talk-about-religion-at-work>.

"Relationship Between Workplace Spirituality and Glass Ceiling Beliefs: An Exploratory Study" by Shubham Kumar and Pradeepika, published in the IUP Journal of Soft Skills (Sep 2023, Vol. 17 Issue 3, pp. 45-55)

<https://eds.p.ebscohost.com/eds/detail/detail?vid=0&sid=b30c989c-acbc-4f70-84e5-e7e4a8991326%40redis&bdata=JkF1dGhUeXBIPWlwLHNzbyZzaXRIPWVkcY1saXZlJnNjb3BIPXNpdGU%3d#AN=172796792&db=buh>

Gerdeman, Dina. "Religion in the Workplace: What Managers Need to Know." 27 Sep 2018. Harvard Business School Working Knowledge.

<https://hbswk.hbs.edu/item/religion-in-the-workplace-what-managers-need-to-know>

Appendix 3 Benefits References

Belonging at work: The top driver of employee engagement. Cecilia Herbert.

<https://www.qualtrics.com/blog/belonging-at-work/>

The Value of Belonging at Work: New Frontiers for Inclusion in 2021 and Beyond

<https://grow.betterup.com/resources/the-value-of-belonging-at-work-the-business-case-for-investing-in-workplace-inclusion>

Is Religion Good for Your Health? - The Wall Street Journal

https://www.wsj.com/articles/is-religion-good-for-your-health-921814a7?mod=Searchresults_pos6&page=2

"Reframing Employee Health: Moving Beyond Burnout to Holistic Health." McKinsey & Company.

<https://www.mckinsey.com/mhi/our-insights/reframing-employee-health-moving-beyond-burnout-to-holistic-health>.

Appendix 4

Question

Newtown Plant			
2023 Fiscal Year Income Statement			
\$ USD			Updated
Attributed Net Sales		125,280,000	\$ 126,236,250
Cost of Goods			
	Raw Materials	13,147,890	\$ 13,147,890
	Direct Labor	26,295,780	\$ 26,093,288
	Manufacturing Overhead	4,382,630	\$ 4,382,630
	Total COGS	43,826,300	\$ 43,623,808
Gross Profit		81,391,700	\$ 82,612,442
<i>Gross Margin</i>		65%	65.44%
Operating Expenses			
	Administrative Expenses	939,135	
	Utilities	8,452,215	
	Maintenance	2,817,405	
	Depreciation	6,573,945	
	Total Operating Expenses	18,782,700	
Operating Income		62,609,000	\$ 63,829,742.00
<i>Operating Margin</i>		50%	50.6%

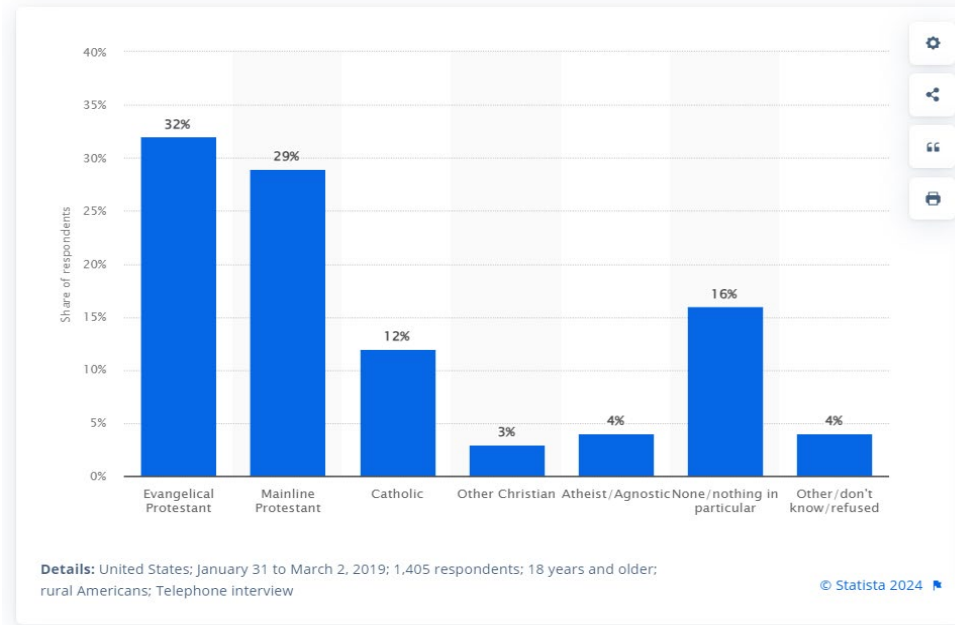
Appendix 4

Question

OmniBrands' NA Manufacturing Plant				
2023 Fiscal Year Income Statement				
<i>\$ USD</i>			Updated	
Attributed Net Sales		60,000,000,000	\$ 60,456,000,000	
Cost of Goods				
	Raw Materials	6,187,500,000	\$ 6,187,500,000	
	Direct Labor	16,087,500,000	\$ 16,071,705,624	
	Manufacturing Overhead	2,475,000,000	\$ 2,475,000,000	
	Total COGS	24,750,000,000	\$ 24,734,205,624	
Gross Profit		35,250,000,000	\$ 35,721,794,376	
<i>Gross Margin</i>		59%		
Operating Expenses				
	Administrative Expenses	412,500,000		
	Utilities	3,712,500,000		
	Maintenance	1,237,500,000		
	Depreciation	2,887,500,000		
	Total Operating Expenses	8,250,000,000		Increase
Operating Income		27,000,000,000	\$ 27,471,794,376	\$ 471,794,376
<i>Operating Margin</i>		45%	45.786%	

Appendix 5

Religious affiliation of rural Americans in 2019, by religion



<https://www.statista.com/statistics/1009381/religious-affiliation-rural-americans/>