

SCHEDULESOFT NEWS

April 2009

SHIFT SCHEDULING TRANSFORMED

ScheduleSoft is the leading provider of optimized workforce scheduling software for complex labor and production environments. Our systems are unique in their ability to allow for rules configuration through setting parameters rather than costly customization. We hope you find our monthly insights useful in your day-to-day operations management, and encourage you to forward to your colleagues.



ScheduleSoft News and Comment

ScheduleSoft Delivers Change you can Profit From

During these turbulent financial times, the last topic you and your staff want to consider is making additional changes within your organization. Customers are ordering less and demanding more service. They're demanding price reductions and taking longer to pay. Our dependence on petroleum products for everything from transportation to packaging is increasing costs and having a negative impact on the bottom line. The temptation is to pull back, hoping to ride out these tough times with a small profit or a break even bottom line.

However, as we began discussing here last month, companies holding a leadership position in their markets, use turbulent times to carefully examine their businesses, searching for processes and procedures in need of revision and updating.

As the economy began to contract, companies began to quickly downsize their operations, in some cases closing and consolidating plants, in others simply reducing staff. Regardless of the path to reduce costs, the remaining staff has been asked to do more with less, with most employees just hoping to keep their

In This Issue

[Change You can Profit From](#)

[Feature Highlight](#)

[New Customers](#)

[Employee News](#)



New Features

- Kiosk Shift/Post ranking
- Day View Editor
- Automated Overtime Generation
- Enhanced Reports
- Post Processing
- Kiosk User Defined Field
- Constraints: Consecutive days worked, Consecutive Weekends worked, Consecutive shift/post limits, and Consecutive break hours.

For more information, call 1.866.807.8090



Technical News

The current version of our products as of this newsletter are listed below:
Client: 4.6.206
Server Tool: 4.6.035
Kiosk: 1.5.030
EIS: 1.18.012

If you have any questions about your current version(s), please contact Technical Support at 1.866.807.8090.

[Software Update](#)

heads down and avoid any future layoff.

In a typical production environment (union or nonunion) a downsizing/layoff would be structured by eliminating employees with the least seniority and the lowest skill set. With department supervisors often making these downsizing decisions, the decision is based solely on the needs of a department rather than by looking at the overall production needs of the entire facility.

A downsized workforce may make finding employees with the right combination of work skills for a particular production mix more difficult. The remaining staff has not performed many of the lower skilled jobs in some time. In general, managers just hope the remaining employees catch on quickly, to assure there are no gaps in safety, production or reporting.

For managers willing, and in some cases forced, to take an impartial look at their operations, now might be exactly the right time to take a broader view of the business and make big changes in the company's internal practices, policies and procedures. Workers' concerns about maintaining the viability of the business and their own jobs might take priority over the usual foot dragging associated with change in organizations.

- The remaining employees might be best positioned to evaluate existing policies and procedures as they may not be most familiar with or wedded to the old ways of doing things.
- The remaining staff may feel so burdened and burned out by the additional work load; they're more than willing to look at time-saving alternatives to completing tasks.
- Their lives, at home and work, have been hit with so many changes - what's one or two more.
- They see this as their time to add value, improving their standing with the company by actively contributing to change which will improve the company's bottom line.

While there may be many areas in need of change at your company, we'd like to suggest now is the right time to look at your **workforce scheduling system**; doing away with your manual and spreadsheet systems in favor of an automated workforce scheduling system. Companies which have already made the change to ScheduleSoft have found immediate improvements to the bottom line as well as workforce morale.



Suggestions

How do you like the newsletter? We'd love to hear from you by participating in the below survey. Your feedback can help shape the content for future newsletters.

Contact Us:
news@schedulesoft.com



The ScheduleSoft solution provides a production and business demand-driven workforce scheduling system that, in most cases, **pays for itself through cost savings in a year or less**. Regardless of your focus, improved supply chain management, going lean or regulation compliance, ScheduleSoft has delivered proven efficiencies in large, multi-facility operations and single-site installations.

Here's what ScheduleSoft workforce scheduling does to transform your operation:

Balances production or resource demand with employee availability, qualifications, skills and scheduling rules (local or union).

Automates the process of generating, reviewing and modifying work schedules; replacing spreadsheets and manual processes.

Eliminates the need for manual intervention in equalizing overtime, distributing and converting comp time, managing complex schedule/job bidding and maintaining leave balances.

Frees supervisors and managers from tedious scheduling tasks, allowing them to focus on supervising operations.

Increases asset utilization and minimizes downtime by ensuring the right person is on the right job at the right time.

Allows employees to view up-to-the minute schedules, submit requests for vacations, volunteer for overtime and bid for open shifts/jobs through employee self-service portals.

Removes personal bias and scheduler error from the process.

Implementing a ScheduleSoft automated workforce scheduling solution immediately improves your bottom line. An automated scheduling solution will position your company to use production and system demand data to add employees as your business rebounds. Should your business require additional layoffs, your managers will have a view of overall business demand vs. employee skills to make well-informed and unbiased staffing decisions.

Taking on too much in these difficult times is a popular critique of our new President. Many feel he should pull back and focus exclusively the economy. In response, he says all the items on his agenda are integral to solving the economic mess. He's also told us these agenda items have been discussed for years. They have not been addressed in good times and bad. We cannot keep kicking them down the road.

Such are the changes needed to make your operations more efficient now and prepare your company for growth as economic conditions improve. Don't keep

kicking the needed business improvements down the road.

ScheduleSoft would like to hear from you regarding a labor scheduling issue that has been nagging you and needs a solution. Just click the link below to send us your comments.

Marketing@schedulesoft.com



Feature Highlight

Schedule Generation

ScheduleSoft's schedule generation engine schedules employees based on staffing demands while considering rotation patterns, user-defined constraints, rules, and schedule optimization methods. Generation can take previously assigned leaves into account, back-filling and moving other employees to fill vacant jobs in the correct progression order (job class or line/work center based, for example). Generation is an automated "single click" process that saves time and ensures adherence with many often competing rules.

ScheduleSoft first released a simple schedule generation engine in 1996 that used a proprietary optimization algorithm to generate work assignments based on staffing requirements, preferences, and rudimentary rules. While the world has been catching up to that basic standard, we've moved forward to allow our users to define their own scheduling rules and enforce them during scheduling processes. One example: users can enter their own qualification rules for ensuring minimum time worked on specific jobs, and then the system automatically makes sure that employees maintain qualifications by generating schedules that achieve these objectives.

Once a schedule has been generated, schedulers can continue to manage and polish their schedule by adding expected/unexpected vacancies, assigning employees to overtime, making employee shift swaps, and altering staffing demand. After these processes have been completed, the schedule may be re-generated, automatically adjusting employee assignments to accommodate these changes.

This ensures that your objectives are continuously met, whatever they are. You may want to place more employees into straight time jobs in order to reduce overtime cost at times and at other times to use contingent labor more effectively in order to fill gaps at the lowest cost, or to move qualified employees between departments to smooth out the balance between workers and demanded jobs at the lowest cost, etc.

Cutting-edge automated schedule generation is the difference between having a schedule editor and having an active scheduling system.

For a system tune-up designed to help you make the most of your investment, contact your Account Representative directly or call 1.866.807.8090.



New Client Welcome

ScheduleSoft is pleased to welcome ConAgra, Oakdale to our network of workforce scheduling clients.

ConAgra's consumer foods operations can be traced back to 1861, with the processing of canned pork and beans. Today ConAgra's well known brand names include Healthy Choice, Chef Boyardee, Egg Beaters, Hebrew National, Hunt's, Orville Redenbacher's, PAM, Banquet and others.

The staff at ScheduleSoft is proud to welcome another leader in food processing to our list of clients. Our staff will deliver the same high quality consulting, training services and technical support all received by all ScheduleSoft customers.



ScheduleSoft Employee News

To foster business growth and provide sales support, ScheduleSoft is pleased to announce the addition of Katherine Ammon as Director of Marketing. Katherine will be responsible for new business development, market research and collateral materials development to support the ScheduleSoft sales team.

Katherine brings more than 30 years of business-to-business sales and marketing experience to her role with ScheduleSoft.

ScheduleSoft, the leading provider in demand-driven scheduling products, business solutions, and services

Gregory Flessas

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