Labor Management Software
Software Intelligence That Delivers
GoalPost® Labor Management Software (LMS) from Honeywell Intelligrated® provides on-demand intelligence to measure, manage and plan labor for increased productivity, efficiency and facility performance in distribution and manufacturing operations. Through user-friendly tools, GoalPost offers enterprise support for engineered labor standards, performance pay and continuous improvement with reporting, analytics and executive dashboards to fuel strategic labor decisions. Honeywell Intelligrated backs each installation with comprehensive lifecycle support, along with the expertise to enable fast return on investment and continuous improvement throughout the life of the program.

Flexibility and Power to Meet Any Labor Challenge
In time-sensitive distribution operations, effective workforce management requires flexibility to address variable skill levels and experience, with implementation support to deliver fast results. GoalPost offers quick startup with pre-defined interface connections and simplified data management, resulting in easy integration with Honeywell Intelligrated warehouse execution systems or any warehouse management system. This delivers faster ROI and improved visibility, both across the enterprise network and between individual sites. Data analysis and automated tracking help identify training deficiencies and enhance resource planning with more accurate labor estimates. Configurable incentive rules and extensive coaching, mentoring and improvement tracking tools improve management control and employee engagement, ultimately reducing turnover while improving service cycle times and throughput capacity.
<table>
<thead>
<tr>
<th>Operational Examples</th>
<th>Strategic Examples</th>
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<tbody>
<tr>
<td>How does this facility’s UPH compare to my other facilities?</td>
<td>I have additional production in the Southeast. What is the most cost-efficient facility to send it to?</td>
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<tr>
<td>What are the total direct labor dollars for this facility?</td>
<td>Over the last eight weeks, the average UPH has dropped 20%. Why?</td>
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<td>What is the overall performance of my inbound operations?</td>
<td>We just landed a new account. Can my inbound operations handle the increased volume?</td>
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<td>What operations have the highest CPU? How does that relate to On/Standard time?</td>
<td>The Off-Standard time is very high in this area. Is the supervisor managing resources properly?</td>
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<tr>
<td>What are the total costs related to vendor A, vendor B and vendor C?</td>
<td>My CPU for this vendor is 25% greater than the others. Are my rates correct?</td>
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<td>Which individuals have performances under 80%?</td>
<td>What temporary service provides the best quality of temps?</td>
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**Optimize Every Labor Management Function**

Honeywell Intelligrated’s LMS brings increased visibility and control with reduced overhead costs, enabling management to invest in the workforce and maximize overall productivity in a variety of applications.

- **Employee performance evaluation** – Use automated labor tracking and specially engineered performance standards for transparent, error-free assessments.
- **Workforce development** – Scale employees up to target productivity with training curves, and utilize coaching tools for individual and process improvements.
- **Resource planning** – Utilize accurate labor estimates based on historical performance and current demand expectations to reduce labor costs from overstaffing and avoid risking insufficient staff.
- **Distribution network evaluation** – View enterprise-level reports and drill down to more specific views to compare individual facilities and processes.
- **Workforce motivation** – Clearly communicate the relationship of individual contributions with business-level goals and reward effort with incentive pay.
- **Scenario planning** – Ensure critical operations keep moving by planning and implementing well-understood processes for unplanned developments.

**Industries Served:**

- Retail
- E-commerce
- Third party logistics
- Wholesale
- Food
- Beverage
- Consumer packaged goods
- Pharmaceutical and medical supply
- Post and parcel
InSite Enterprise Reporting and Data Analysis

Offers more than 70 interactive reports that cover KPIs across all facility levels, including departments, operations and associates. With information as specific as individual workers, management can identify opportunities for improvement and enhance operational efficiency. With enterprise reporting and analysis, operations can:

- Compare facility cost, performance and productivity
- Customize alerts for operations or processes that require immediate action
- Create custom reports using data templates or modify existing reports
- Utilize powerful data filtering, sorting, exporting and graphing capabilities

Coaching and Mentoring

Identifies which employees require coaching through user-defined performance criteria like efficiency and performance. GoalPost keeps a historical repository of associate progress and supervisor coaching efforts. Coaching and mentoring offers capabilities to:

- Allow employees to show maximum productivity capability with real-time supervisory input
- View coaching statistics by facility, department, operation and employee
- Identify training opportunities through automated, early identification of low and high performers
- Improve processes by incorporating methods of most productive employees into standard operating procedures

Time Tracking

Automates and manages cumbersome timekeeping processes, with in-depth functionality and easy-to-use features to execute mass time transfers and filter associate views by operation, shift and time category. Any web-enabled computer can act as a time kiosk to enhance existing timekeeping systems and allow employees to clock in and out. Time tracking helps operations:

- Identify and address clocking mistakes
- Eliminate paper timesheets and error-prone manual time-tracking processes
- Empower supervisors with real-time employee visibility and information
**Labor Tracking**
Tracks and analyzes labor performance to reduce operating costs, improve facility throughput and enhance staff planning. Automated tracking reduces overhead cost and minimizes reporting errors, freeing supervisors to invest in the workforce. Labor tracking can help:

- Improve operations management through early identification of performance trends
- Automate data capture process and reporting workflows
- Identify and address employees in need of additional training
- Create custom alerts for exceptions that require action

**Training**
Tracks associate training progress through user-defined parameters tailored to maximize workforce productivity. Training capabilities allow operations to:

- Establish appropriate expectations for new hires through training curves
- Evaluate progress and manage associates throughout the training process
- Improve employee engagement and productivity

**Incentive and Performance Calculation**
Supports continuous evolution of performance improvement initiatives with the ability to add or amend incentives as a program matures. Helps motivate and retain resources by rewarding dedicated employees who exceed productivity targets. Incentive and performance calculation can:

- Align individual, team, training and indirect performance calculations with business-level goals using configurable incentive rules
- Evaluate employee performance and pay with user-defined metrics rooted in graphical formulas

**Data Transfer Engine**
Supports data integration with external systems, including both the import and export of labor data from multiple host sources. Data transfer engine helps businesses:

- Connect using a variety of file formats, including flat files, CSVs or direct database connections
- Streamline data integration with ERP, WMS and other external systems
- Reduce strain on IT resources, thanks to simple setup with predefined data transformation and validation
Optional LMS Software Components

**LineUp Labor Planning**
Accesses labor standards, historical performance, performance goals and department definitions in labor planning projections. LineUp uses performance and utilization ratings to illustrate what facility staff can accomplish and how much room exists for improvement. LineUp helps operations:

- Determine staffing requirements based on labor availability, productivity projections and work requirements
- Identify and correct bottlenecks in workflow
- Create and store staffing plans at operation, department or facility level for future reference and evaluation against actual performance
- Model the effects of workload increases

**Journey XYZ Distance Calculator**
Enables discrete travel credit as an additional key value indicator within engineered standards. Tool offers flexibility to allow one- or two-way travel within aisles, distinction between in-aisle or open-area travel, and includes acceleration and deceleration factors for an unlimited number of resource types.

- Create multiple aisles with common characteristics instantly with aisle copy function
- Calculate both ground-to-location distance for forklift functions and location-to-location distance for order pickers with Z coordinates

For more information on Honeywell Intelligrated labor management software, visit [www.intelligrated.com](http://www.intelligrated.com).
Solutions Overview

Intelligent automated material handling solutions from Honeywell Intelligrated optimize processes, increase efficiency and give businesses a competitive edge. Honeywell Intelligrated designs, manufactures, integrates and installs complete material handling automation solutions, including:

- Warehouse execution systems
- Fulfillment technologies
- Voice solutions
- InControlWare® machine controls
- IntelliSort sortation systems
- Conveyor systems
- Alvey® palletizers and robotics
- AS/RS solutions
- IN-24X7® Technical Support

Lifecycle Support Services

Honeywell Intelligrated Lifecycle Support Services provides all the services, parts and support needed to keep systems running at peak efficiency. Staffed with a network of Honeywell Intelligrated professional Lifecycle Support specialists, multilingual customer service is accessible 24X7 with a single number to call: +1 877.315.3400.
The pace of change in modern commerce is putting tremendous pressure on fulfillment operations. To stay competitive and protect profits, companies need solutions that help them achieve maximum throughput, day-to-day flexibility, future-proof scalability and intelligence to make informed decisions.

The Connected Distribution Center helps companies make the digital transformation necessary to increase reliability, improve utilization and maximize productivity through:

- Intelligent, data-driven, high-speed execution
- Automated, adaptable processes for machines and workers
- Optimized utilization with the ability to seamlessly adapt and expand
- Insights and predictive analytics, from sensors to the cloud