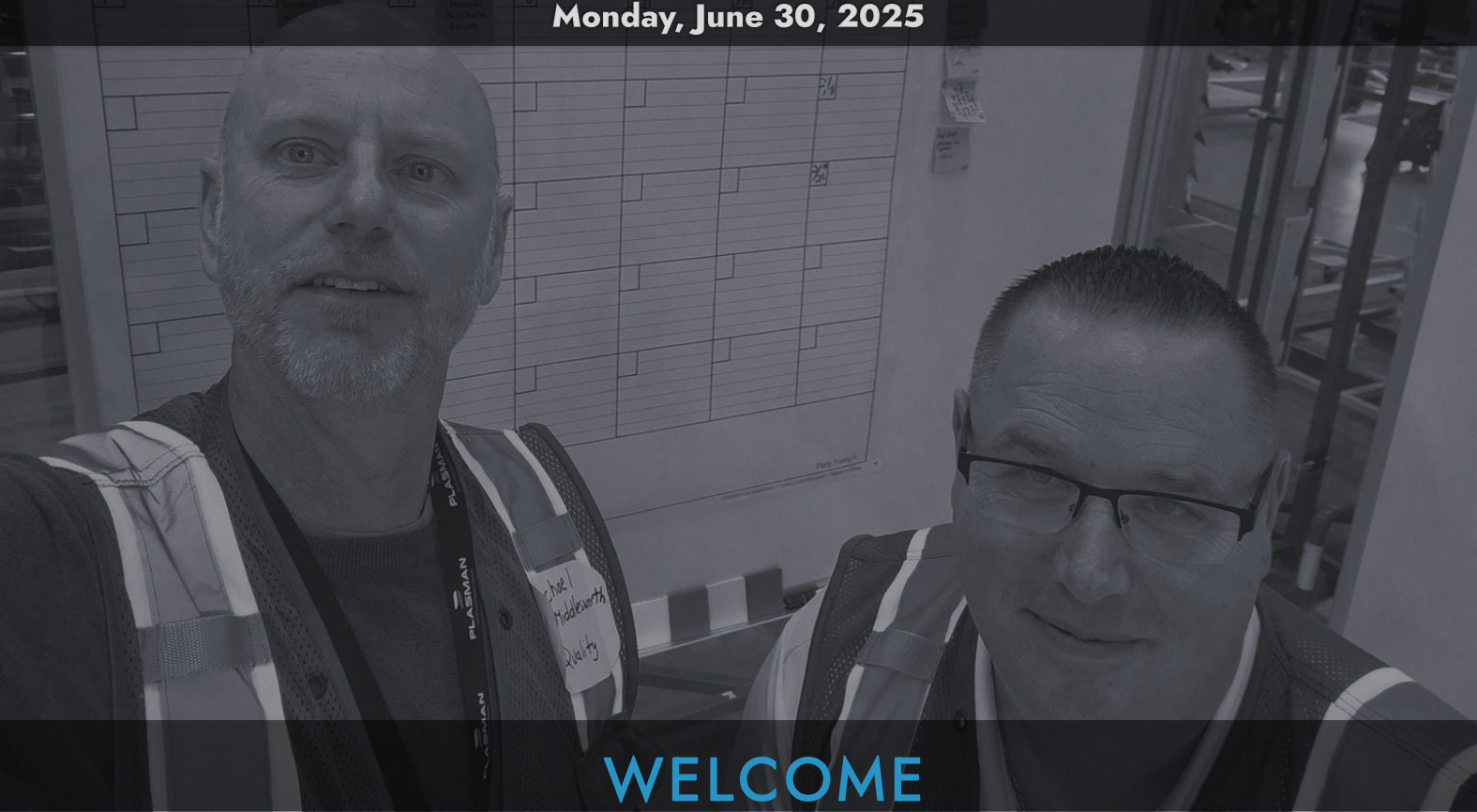




4 WALL TRANSFORMATION

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Monday, June 30, 2025



WELCOME

Welcome to 4 Wall Transformation's first Newsletter! We are excited to share our journey as we stand up the company -- there has been great collaboration as we defined our values & methods, and created our mission:

We transform existing talent

**by aligning expectations & empowering the plant floor
with the tools & support needed to meet objectives.**

We know there are many choices when looking for "consultants" and our goal in sending out this newsletter is to provide our network with both the knowledge and confidence that we are committed to Transforming Your 4 Walls into the most resilient and sustainable business possible.

In this issue, we provide insights into each of our go to market segments:

[People](#)

[Manufacturing](#)

[Processes](#)

[Procurement](#)

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PEOPLE

Demographic trends in Plant Managers in Manufacturing - source BLS.gov

Year	Estimated Avg. Age of Plant Managers	Key Drivers
1995	~38–42 years	Younger managers, often promoted from within due to rapid industrial growth and leaner operations.
2005	~42–46 years	Baby Boomers in leadership; experience valued over speed.
2015	~46–50 years	Workforce aging; fewer younger workers entering manufacturing leadership.
2024–2025	~50–55 years	Baby Boomers retiring slowly; skills gap; limited Gen X/Millennial pipeline in heavy industry.

While not a surprising trend, having a succession strategy to augment your plan can be helpful. Periodic skill assessments of your front-line managers & supervisors provides a starting point for both development and skills to focus on when hiring external candidates.

4 Wall Transformation provides an independent assessment conducted by operational experts with deep experience in developing high performing teams.

We also offer coaching and mentoring to build up the skills, confidence, depth and resilience to your future business leaders.

FRED Light Truck and Auto Annualized Unit Sales (ALTSALES) shows March and April uptick moderating in May. Go [here](#) to see other time periods.

- source Fed St Louis



MANUFACTURING

Managing Daily Improvement (MDI) Builds Trust, Aligns & Creates Focus

MDI is built by the manufacturing floor supervisors and managers from data collected directly from the floor. It creates role-by-role focus on Safety, Quality, Delivery & Cost. Over-time, additional metrics that matter to the floor get introduced when the team is ready to own them. This provides a scoreboard that your team will buy into on whether they are winning or losing.

This data will stand on its own but at its best validates and compliments reports drawn from ERP's and automated machines. When the floor personnel understand where the data comes from, they own it and their performance.



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PROCESSES

SIPOC

Suppliers Inputs Process Outputs Customers

Whether providing a high-level process overview to a new associate or as a tool to help explain to seasoned professionals that optimizing a sub-process may result in less-than-optimal results for customers, SIPOCs are a tool for every function in manufacturing to maintenance, payroll to shipping, every improvement project should update the SIPOC before final sponsor review.

SIPOC Chart: Robotic Maintenance Process

SUPPLIERS	<ul style="list-style-type: none"> • Equipment vendors • Spare parts suppliers • CMMS software provider
INPUTS	<ul style="list-style-type: none"> • Maintenance schedule • Work orders • Tools and diagnostics equipment • Replacement parts • Robot manual/specs • Technician availability
PROCESS	<ol style="list-style-type: none"> 1. Identify maintenance need 2. Retrieve maintenance history 3. Perform safety lockout/tagout 4. Run diagnostics 5. Clean, inspect and repair 6. Remove lockout/tagout 7. Update CMMS/ Maintenance records 8. Resume normal operations
OUTPUTS	<ul style="list-style-type: none"> • Completed maintenance log • Improved robot performance • Replaced components • Reduced downtime • Verified robot functionality • Maintenance report

PROCUREMENT

Tariffs drives auto sales up in April & May

Since automotive and heavy truck manufacturing are primary segments for us, we were concerned this segment might experience a downturn. As the graph at the bottom of the previous page showed, consumers responded with higher than baseline sales. Data suggests this is back to prior year levels the past few months. While new tariff agreements unfold, we look for experts to help us understand what can be done on the floor to help bolster operations to mitigate higher import costs.

Jose Arias is our expert on tariffs. We were so impressed by his experiences and wisdom, we asked Jose to join our Advisory Board! Welcome aboard Jose, you make us better prepared to support our customers!



Go [here](#) to read Jose's blog on 5 questions to consider as the new normal for tariffs becomes evident.

Trivia Question: What is the only commodity that is constantly increasing at a constant rate? (hint – with bankruptcy filings up 13% in 1Q25, more companies have run out of it)

Send your answer to us via email at sales@4WallT.com