Q3: How do you get to know your frontline workers?

Talk to them

Involve them in your world as well

Projects usually have regular team events. But more difficult now due to budhet restrictions

Meet them face to face in their environment

When I started as manager, I met everybody (250 persons) and learned their names.

Working with them for a coupe of days when i started and "floortime" every day.

Drink coffe with them

Spend time where they are and listen more than you speak

Q3: How do you get to know your frontline workers?

Spend time in their everyday environment

Go to site. Sometimes "formal" and also for fika

By visiting them, listening to them and reflecting with them in their daily work.

Meet them every week in training and discuss their work

Visit their workplaces, hold educations on tjeir griund

Talk to them.

Meet and talk with them.

Making time for all employees at all levels of the organisation. Listening with the heart.

Q3: How do you get to know your frontline workers?

Nu starten to knop Hawaii I as a manager think and act. Then I can meet them and talk

By spending time with them showing interested in them and what they do. Show respect.

By showing interest in their work.

Interviews

Go out, get connected and have a talk!

Field visits, fika, of corse also through audits and safety walks

By audits, inspections, safety meetings and information meetings

Be more on the field, ask - can you explain what are you doing here

Q3: How do you get to know your frontline workers?

Be interested and visit/coach both in planning and execution phase

Lever with them

Practicing in production

Visible leadership, be curious, feedback loop

Always take the time to walk around in the factory when visiting the sites

Join them, work with them.

Find common interest get to know them on social level

Spend time on the floor, hold one-on-one conversations

Q3: How do you get to know your frontline workers?

Go out and meet them in person. With big organization's it's of course difficult to reach everyone.