



JALTEK'S RECORD-BREAKING YEAR: A TRIUMPH OF CULTURE CHANGE



SHARING IN
GROWTH

Results driven. Results proven.

97%

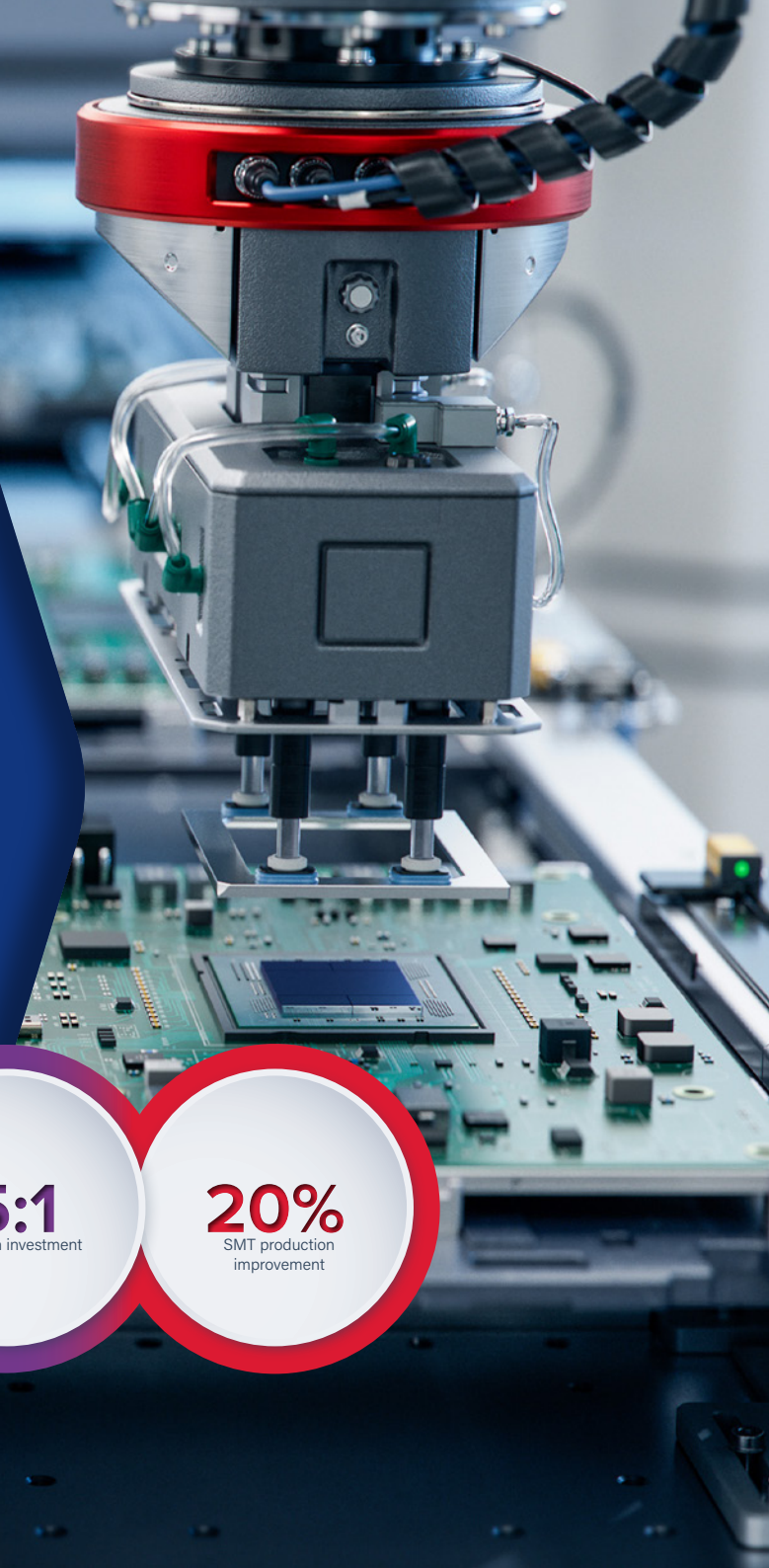
Employee engagement
response rate

5:1

Return on investment

20%

SMT production
improvement



ABOUT JALTEK

Jaltek Systems Ltd (JSL) is a premier UK contract electronics manufacturer, boasting over 30 years of experience and certifications in AS9100 and ISO 13485. Offering a comprehensive suite of design and manufacturing services, JSL is dedicated to meeting its customers' diverse needs with precision and expertise.

NAVIGATING THE SUPPLY CHAIN CHALLENGE

Amidst widespread component supply issues in the electronics manufacturing industry, JSL faced significant delivery challenges. To tackle this, JSL enhanced their logistics and planning processes. Improving communication internally and externally became crucial, as the lack of clear supply chain information hampered data capture in JSL's regular manufacturing processes. Determined to live up to their vision of "making tomorrow better than today," JSL set out on a transformation journey.



THE TRANSFORMATION JOURNEY

JSL embarked on a mission to boost operational efficiency, refine company culture, and drive continuous improvement. SiG's guidance was instrumental in aligning JSL's vision, mission, and values across the organisation, setting a strong foundation for change. The implementation of SQDCP (Safety, Quality, Delivery, Cost, and People) boards on the shop floor facilitated effective Key Performance Indicator management.

JSL introduced quarterly all-hands events, fostering a culture of continuous improvement and collaborative problem-solving. These gatherings provided a platform for sharing business updates and addressing challenges collectively, showcasing the power of consistent, unified action.

SiG also helped JSL enhance communication and issue resolution through the introduction of escalation processes. The re-layout of the mechanical assembly area, guided by SiG's expertise, optimised workspace efficiency. Enhanced visual management processes, including daily SQDCP board reviews, planning boards, charter documents, and journey boards, promoted transparency and accountability throughout the organisation.

The Team Leader Academy, another critical initiative, trained two cohorts of leaders, empowering them to implement improvements and drive change in their respective areas. Participants demonstrated significant engagement and valued the Academy's approach, contributing to JSL's overall progression.

SiG and JSL further celebrated success and growth through STAR (Sharing Together Achieves Results) networking events, emphasising the impact of the PIE (Performance Image Exposure) theory on the organisation.



EMPLOYEE ENGAGEMENT DRIVES PRODUCTION GROWTH

With a remarkable 97% response rate in employee engagement surveys, JSL saw a 20% improvement in SMT production and achieved a 5:1 ROI. These figures, presented in simple graphs illustrating a positive trajectory, highlight the success of JSL's transformation.

Jaltek's record-breaking year is reflected in a 4-year Compound Annual Growth Rate (CAGR) of 15.5%, an Annual Employee Engagement score of 4.1/5, and a notable ROI of 5:1. The company's culture change, arguably one of the toughest aspects of business transformation, has been a key driver of this success. Jaltek continues to celebrate achievements, fostering an increasingly positive environment.

SMT utilisation surged from 28% to 48%, and the factory's shipping labour average increased by over 40% from 2022 to 2023, underscoring the tangible benefits of JSL's commitment to continuous improvement and employee engagement.

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“This is a huge transformation as a business, with a journey from £6.8m in 2022 to turning over £9m in 2023, and our target being over £17m for 2024. A truly significant growth working hard on PIE, whilst ensuring to embrace all development and training opportunities which has enabled us to achieve today's performance culture.”

STEVE PITTOM
MANAGING DIRECTOR

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RESULTS DRIVEN. RESULTS PROVEN.

We are the complete business transformation experts.

Our passionate team of growth and productivity specialists work with you to develop, inspire and improve every aspect of your organisation.

The Sharing in Growth challenge and purpose is to accelerate your business growth and ultimately your bottom line.

To learn more about how Sharing in Growth can help your business thrive, contact our team today. We are committed to providing the knowledge, tools, and support you need to unlock your business' potential and drive sustainable growth.





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Results driven. **Results proven.**



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