Ergo Moneyball

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Hello from Savannah, GA!
Ergonomic Risks

Awkward Postures       Repetition       Manual Handling

Standing               Force              Vibration
Where we were 7 years ago…

Stretching was main form of risk management.
Where we are today…

- 20 teams
- Ergo budgets
- 800 job tasks evaluated in 2016
- 8 time AEC award winning program
- Annually benchmarked by Fortune 500 companies, medical programs and top research universities

2015 Applied Ergonomics Conference, Nashville
Moneyball: The Art of Winning An Unfair Game
Moneyball: The Art of Winning An Unfair Game

Moneyball Year (2002)
MLB Team Salaries

Tampa Bay Rays
Washington Nationals
Oakland Athletics
Minnesota Twins
San Diego Padres
Florida Marlins
Pittsburgh Pirates
Cincinnati Reds
Kansas City Royals
Milwaukee Brewers
Detroit Tigers
Colorado Rockies
Chicago White Sox
Philadelphia Phillies
Baltimore Orioles
Los Angeles Angels
Houston Astros
St. Louis Cardinals
Chicago Cubs
Toronto Blue Jays
San Francisco Giants
Cleveland Indians
Seattle Mariners
Atlanta Braves
New York Mets
Los Angeles Dodgers
Arizona Diamondbacks
Texas Rangers
Boston Red Sox
New York Yankees
How Did They Do It?

1. Focused on getting on base
2. Picked undervalued players
3. Sabermetrics
The Ending

Essentially this has been a business that's been around for over a hundred years and it really hasn't changed much so any time someone's doing something differently, it's probably going to create some friction.

Billy Beane

20-game winning streak

Set a modern-day record
What is an Ergo Win?

Gaining corporate-wide buy-in for your programs.

* Ergo Moneyball, ISE Magazine July 2016
How Do You Get Buy-in?
## What Is an Ergo Base Hit?

<table>
<thead>
<tr>
<th>Solution</th>
<th>Where to Focus Your Efforts</th>
<th>Products</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wheels</td>
<td>Put wheels on anything people have to push or pull or carry</td>
<td>CC Apex castors</td>
<td>$50-200</td>
</tr>
<tr>
<td>Handles</td>
<td>Use handles or hand holds on all items that are carried, pulled or manually handled</td>
<td>Use a 3D printer to custom make, eBay has numerous styles of handles</td>
<td>$10-$500</td>
</tr>
<tr>
<td>Lift in power zone</td>
<td>Check your warehouses and loading docks: focus on keeping loads above mid-thigh, below the shoulders and close to the body</td>
<td>Use red, yellow and green tape on shelving in warehouse to identify safe lifting zones</td>
<td>&lt; $20</td>
</tr>
<tr>
<td>Raise the work to the worker</td>
<td>Bench work and office desks: elevate the work so employees can change position and still keep work close to the body</td>
<td>Risers, Varidesk</td>
<td>$6-400</td>
</tr>
<tr>
<td>Lighten the load</td>
<td>If something needs to be manually moved, reduce the weight so people don’t fatigue easily</td>
<td>In-house redesign</td>
<td>Cost to repackaged items</td>
</tr>
</tbody>
</table>
Simple Base Hits
Wheels
Wheels
No Handles
Handles
Base Hit (that’s a double!)
Risers
When $ is tight…get creative.

Foam

Cardboard

Wood
19% Productivity Increase

BEFORE

AFTER

$14
Reduced Errors
Reduced Errors
The Green Footrest

$12
### Why Do Base Hits Get You Buy-In?

<table>
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<th>Buy-in</th>
<th>They are easy to implement, so management is more apt to support them.</th>
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<td><strong>Budgets</strong></td>
<td>Simple solutions don’t cost much, so it is easier to obtain funding for these projects.</td>
</tr>
<tr>
<td><strong>Workload</strong></td>
<td>Easy wins often affect large numbers of people, so multiple areas of risk can be reduced for relatively low effort.</td>
</tr>
</tbody>
</table>
How Do You Get Buy-in?

Go after base hits.

They cost very little and they get you runs!
Key to Getting Management Buy-in…

Learn more on March 28 to find out!
The End

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See you in Orlando!
March 28, 8:45a.m.
Executive Session, Coronado M-P