

Nomination: 8574

Woodward, Inc.

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Woodward, Inc.
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Woodward, Inc.
Category A01 - A31 Employer of the Year > A22 - Employer of the Year - Manufacturing
Employer of the Year Submission Format Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Woodward is an independent designer, manufacturer, and service provider of aerospace and industrial control solutions and system components found in aircraft engines, industrial turbines, power generation, and mobile industrial equipment. Woodward's innovative fluid, energy, combustion, electrical, and motion control systems help customers offer cleaner, more reliable, and more efficient equipment.

Woodward partners with leading OEMs and equipment makers to bring cost effective, state-of-the-art component and system solutions to their applications.

Woodward maintains a unique management structure in which its employees are called 'members,' to reflect the value placed on each individual. This wording is codified in a key values document provided to employees, customers, suppliers and other stakeholders, called the Woodward Constitution.

With a 150-year history, Woodward is renowned for expert knowledge and resources and relied on for solving issues associated with global efficiency initiatives, from reducing emissions and increasing energy efficiency to helping customers implement alternative energy sources. Woodward was named to the 2024 Forbes' list of America's Most Successful Mid-Cap Companies, recognized as one of Forbes America's Best Midsize Employers two consecutive years, named a 2023 Forbes America's Best-in-State Employers in Illinois and was recognized as a 2024 Patriot Employer by Disabled American Veterans.

b. Outline the organization's employee-relations achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Woodward's Rock Cut Campus in Rockford, Illinois has successfully incorporated 4.0 technology, fostering a safe working environment, enhancing training and freeing members to focus on creative problem solving and continuous improvement.

Operations Member and Cobot Interactions:

Woodward introduced collaborative robots (cobots) to work side-by-side with operations technicians in 2022, aiding them with repetitive and hazardous processes. Cobots position and hold parts for improved ergonomics and automate the deburring of machined parts, removing members from hazardous operations while driving down repetitive stress injuries and lacerations.

Virtual Reality Training:

Woodward developed and launched five virtual reality (VR) training sessions which enhance learner focus, engagement and retention. VR training allows members to learn from errors without harming themselves or others while practicing skills and receiving feedback in realistic settings.

Since Woodward launched its 2023 VR training, more than 50 machine operators have completed the training. Woodward's VR machining graduates have demonstrated decreased time to certification and reduced machine downtime.

Closed Loop Machining Process Control:

Since 2022, Woodward has significantly expanded a proprietary industry-leading level of 4.0 integration, adding automated process control to precision machining operations. 100% of precision machined parts are measured on the coordinate measuring machine. Parts data are then passed to the machine controller for automatic offset (which compensates for tool and machining variations) to control parts dimensions, ensuring better than 98% first pass yield. Automating repetitive process control tasks frees operations technicians for more creative problem solving. Woodward is one of the few companies worldwide that has this capability.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

Woodward's Rock Cut campus is leading the way for global manufacturers with an industry 4.0 approach that is positively transforming its workplace environment. (Industry 4.0 involves integrating new technologies into manufacturing and elsewhere).

Safer Workplace – Training in a VR environment allows users to safely learn from mistakes while fully engaging users. Research by PWC found that VR learners are four times more focused than e-learning peers and 1.5 times more than classroom learners. Cobot support is removing members from hazardous operations, driving down repetitive stress injuries.

Increased Engagement/Enhanced Working Environment - Automating repetitive process control tasks enables members to focus on more interesting aspects of their work. Sensors are replacing repetitive tasks while VR training provides a more engaging learning environment.

Improved Quality Control/Reduced Re-Work – Believed to be one of the very few organizations worldwide incorporating Closed Loop Machining Process Control, Woodward is driving a better than 98 percent first pass yield, reducing member re-work and increasing pride in the products being produced.

Woodward's 4.0 Approach is Attracting New Talent in a tight labor market. Since 2022, Woodward hired 1,600 members in its aerospace division, representing 31 percent of its current population. Woodward supports these individuals with industry-leading training programs to further develop their skills and capabilities, set rewarding career paths, and feel a sense of inclusion and belonging.

Woodward is also using a Human and Organizational Performance (HOP) systems process — which views the organization holistically — to improve safety, morale and quality performance enterprise wide.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Even before these changes were implemented, Woodward's Rock Cut campus was recognized when Quality Magazine Named Woodward's Rock Cut Campus 2020 Quality Plant of the Year.

Woodward, Inc. has been recognized as one of Forbes America's Best Midsize Employers for two consecutive years. Based on an independent survey of approximately 45,000 American employees, Woodward received positive recommendations from its workforce. The company's commitment to innovation and a strong workplace culture contributes to its reputation as a great place to work.

Woodward was named one of Forbes America's Most Successful Mid-Cap Companies 2024.

Woodward was named one of Forbes America's Best-in-State Employers 2023 in Illinois.

Woodward recognized as a 2024 Patriot Employer for its support of the DAV (Disabled American Veterans) community. Patriot Employers demonstrate by their employment policies, hiring practices and community outreach that they have an unwavering commitment and passion to ensure all veterans obtain suitable employment to care for themselves and their families – and have the opportunity to live life with respect and dignity.

Webpage Link

<https://www.qualitymag.com/articles/95950-quality-plant-of-the-year-woodwards-rock-cut-campus>
(<https://www.qualitymag.com/articles/95950-quality-plant-of-the-year-woodwards-rock-cut-campus>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://newsroom.woodward.com/news/press-release-details/2023/Woodward-Named-One-of-Forbes-Americas-Best-Midsize-Employers-2023/default.aspx> (<https://newsroom.woodward.com/news/press-release-details/2023/Woodward-Named-One-of-Forbes-Americas-Best-Midsize-Employers-2023/default.aspx>)

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Webpage Link 3

<https://newsroom.woodward.com/news/press-release-details/2024/Woodward-Named-to-Forbes-List-of-Americas-Most-Successful-Mid-Cap-Companies/default.aspx> (<https://newsroom.woodward.com/news/press-release-details/2024/Woodward-Named-to-Forbes-List-of-Americas-Most-Successful-Mid-Cap-Companies/default.aspx>)

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Web Page Link 4

<https://newsroom.woodward.com/news/press-release-details/2023/Woodward-Named-One-of-Forbes-Americas-Best-in-State-Employers-2023-in-Illinois/default.aspx> (<https://newsroom.woodward.com/news/press-release-details/2023/Woodward-Named-One-of-Forbes-Americas-Best-in-State-Employers-2023-in-Illinois/default.aspx>)

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https://www.linkedin.com/posts/davhq_recognizing-veteran-employers-activity-7177308124733739008--Re4?utm_source=share&utm_medium=member_desktop (https://www.linkedin.com/posts/davhq_recognizing-veteran-employers-activity-7177308124733739008--Re4?utm_source=share&utm_medium=member_desktop)

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Supporting Document

No File Uploaded

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No

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