

# Corrective Action in Manufacturing

written by Lauri Moon | December 10, 2025



## Building Confidence, Consistency, and Fairness in Employee Discipline

Employee performance and conduct issues are among the most challenging responsibilities supervisors and HR professionals face — especially in fast-paced manufacturing environments. *Corrective Action in Manufacturing: How to Solve “People Problems”* is a four-part, online training series designed to bridge the gap between written policy and real-world practice. Across four engaging 90-minute sessions, participants learn how to navigate disciplinary challenges with clarity, consistency, and confidence.

Through interactive case studies, real-world examples, and guided discussions,

attendees will develop the emotional intelligence, communication skills, and practical tools needed to address performance and behavior issues ethically and effectively. Registration includes the full series, a participant workbook, and reference guides.

## What You Will Learn

- **How to Apply Corrective Action Fairly and Effectively**

Understand the difference between progressive and positive discipline, when immediate action is necessary, and how to align real-world decisions with your organization's policy

- **Confident, Empathetic Communication During Difficult Conversations**

Learn respectful communication strategies, active listening techniques, and structured questioning methods that help you diagnose issues without escalating conflict

- **Root-Cause Problem Solving for Performance and Behavior Issues**

Discover how to identify whether an issue stems from training, leadership, motivation, or personal factors—and choose the right response for sustainable improvement

- **Clear, Legally Defensible Documentation**

Gain practice writing documentation that is factual, consistent, and comprehensive while reflecting both corrective efforts and positive employee contributions

- **Coaching and Performance Improvement Skills for Supervisors**

Build the ability to coach employees using proven models, integrate corrective action into daily supervision, and create structured Corrective Action Plans that drive accountability

## Why It Matters

Effective corrective action is more than enforcing rules — it's about creating a culture where expectations are clear, accountability is shared, and employees feel supported in improving their performance. Attending this training helps your organization:

- **Bridge the gap between policy and practice** ensuring consistency and fairness
- **Enhance emotional intelligence and communication skills** for more productive conversations
- **Navigate complex or “gray area” disciplinary scenarios** with confidence
- **Reduce conflict, prevent escalation, and improve employee morale**
- **Build a culture of accountability and fairness** that supports retention and performance

## **Who Should Attend**

This program is ideal for business owners and c-suite leaders, HR professionals, office personnel, managers and supervisors, and anyone who wants to better understand today’s workforce challenges and how to address them constructively.

## **Seats are Limited - Secure Yours Now**

Don’t wait until the next challenging situation arises — prepare your team now with the skills that create stronger, more resilient organizations.

This training qualifies for WEDnetPA funding for qualified participants. Not familiar with WEDnetPA funding, contact IMC.