



QUICK OVERVIEW

Company Overview: Hidria Group

Hidria (recently acquired by **Gonvarri Industries**) is a global leader in automotive and industrial systems, powering every third car in Europe. With around 1,850 employees across seven locations, it specializes in green mobility and industrial technologies. Known for high-tech innovation, Hidria is a key partner to top global manufacturers.

Solution Overview: REWO

REWO is an intuitive video work instructions platform designed for modern manufacturing companies. It enhances operational efficiency, ensures consistency, and empowers employees by providing clear, accessible visual guides. REWO's user-friendly interface, auto-translation system, and compliance features make it indispensable for quality assurance, training, and continuous improvement in manufacturing environments.

CHALLENGES

As a high-tech leader in the automotive sector, Hidria faced the complex task of maintaining peak operational consistency across multiple shifts and international sites. Before implementing REWO, the company identified several critical roadblocks to their digital transformation goals:

- **The "Tribal Knowledge" Trap:** Critical technical expertise often resided only with veteran operators, creating production risks during staff turnover.
- **Documentation Friction:** Standard work instructions were stored in physical folders away from the point of use, making them difficult to access and update in real-time.
- **Language & Complexity Barriers:** With a diverse workforce, text-heavy manuals struggled to clearly communicate complex machine operations and assembly nuances.
- **Disconnected Systems:** A lack of integration between work

instructions and their **MES/ERP systems** forced operators to search manually for guidance, causing production delays.

By providing digital access at the workstation, Hidria **eliminated 100% of the time wasted** searching for documentation.

SOLUTION

Hidria implemented REWO as the foundational tool for their "**Best Known Way**" initiative, transforming static documentation into a dynamic, visual knowledge ecosystem:

- **Seamless MES/ERP Integration:** To eliminate search time, REWO was fully integrated into Hidria's **PIMS (Product Information Management System)**. Operators now access video instructions directly through their **MES terminals**.
- **Visual Standardization:** The company moved from text-heavy PDFs to high-clarity video guides that demonstrate the exact physical movements required for complex tasks. This visual baseline serves as the **Standardized Work** foundation necessary for Lean manufacturing and continuous improvement (**Kaizen**).
- **Multilingual Accessibility:** By utilizing REWO's auto-translation features, Hidria effectively bridged

communication gaps for its international workforce, ensuring every operator—regardless of their native language—understands the safety and quality protocols.

- **Data-Driven Lean Management:** Using a custom **Power BI dashboard**, Hidria monitors engagement by tracking "Quality Views" (sessions >10 seconds). This allows management to verify that standardized processes are actually being followed and to identify which tasks require more training focus

By using REWO, Hidria **documents and updates the "Best Known Way" twice (2x) as fast** as with traditional manual methods.

RESULTS

The transition to video-based standardization has delivered significant engagement and improved workforce agility across Hidria's diverse business units:

- **Accelerated Onboarding and Training Efficiency:** Internal estimates indicate that visual instructions help new operators reach competency **30% to 40% faster** than traditional shadowing methods. This visual approach allows new hires to "self-serve" their learning, significantly reducing the training burden on senior mentors.
- **A Standardized Knowledge Base:** Hidria has successfully built a digital

repository consisting of hundreds of video work instructions, ensuring the "**Best Known Way**" is documented for process work, maintenance, and changeovers.

- **High Adoption and System Engagement:** The system has recorded a significant number of views across various business units, proving that operators prefer visual guidance over paper archives. Notably, over **70% of this engagement** happens directly through the Proinfo interface, demonstrating that operators find visual instructions highly accessible within their existing digital workflow.
- **Faster Documentation:** Creating and updating content is approximately **twice as fast** using the REWO compared to traditional manual methods. This enables Hidria to maintain a "live" standard that supports continuous improvement (Kaizen) and rapid response to process changes.

Hidria established a standardized **digital knowledge base of the 'Best Known Way'** for hundreds of work processes.

CONCLUSION

The implementation of REWO at Hidria has transformed **Standardized Work** from a static requirement into a strategic competitive advantage. By integrating visual

instructions directly into the **PIMS and MES ecosystem**, the company has successfully eliminated the friction of traditional paper-based documentation, ensuring that the "**Best Known Way**" is always available at the point of use.



"With video, it is much easier to illustrate things. It provides a faster process of creating the instructions and it is much easier for the operator to understand."

Tim Hvala, Hidria
Continuous improvement

FOR MORE INFORMATION:
Contact a sales representative or reach out via email.

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