

how.fm conveys work steps visually and in multiple languages

How to map work orders effortlessly via video

Understandable work instructions are one of the most important adjusting screws in warehouse logistics. Only if employees know which tasks they have to perform and how, the error rate remains low and the often high workload is mastered. In reality, a lack of previous knowledge, incomplete explanations and language barriers often make everyday work more difficult. The software solution developer how.fm supports companies in creating catchy and visually supported work instructions.

Communicating work assignments to all warehouse logistics employees at a consistently high level is difficult and time-consuming. Instead, warehouse managers hastily describe tasks under stress, and employee training often requires six-eye conversations with an interpreting colleague due to language barriers. A counter design is visually mediated work instructions. With video, text and sound, trainers pick up employees in the best possible way - regardless of their individual learning type. But there's a lot to keep in mind. "Steps that are self-evident to the person explaining them and are therefore missing from the work instructions can make the entire work task incomprehensible to employees with no prior knowledge. Other stumbling blocks can include the length and complexity of sentences, the sequencing of videos, and much more. In-house video solutions often fail because of these hurdles," says Andreas Kwiatkowski, one of the two founders of how.fm.

how.fm makes visual work instructions effortlessly accessible

Using the employee training software how.fm, visual work instructions can be effortlessly integrated into warehouse logistics. The highlight: The program automatically translates the text into audio as well as subtitles in over 20 languages - including Bulgarian, Arabic or Hindi. This means that every employee is picked up in his or her native language and gains an in-depth understanding of his or her tasks and work steps in the company. With customizable, immediately usable video content, logistics companies implement not only basic training on topics such as hygiene or escape routes, but also individual work steps effortlessly in the software in just a few weeks. All this is done in multiple languages and is automatically reviewed.

Interested parties can find further information on the design of visual work instructions in the new [free content piece from how.fm.](#)

Characters: 2,556 (including spaces)

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Images and captions (source how.fm):

Image 1 Visual work instructions relieve key personnel and ensure a consistently high quality of onboarding

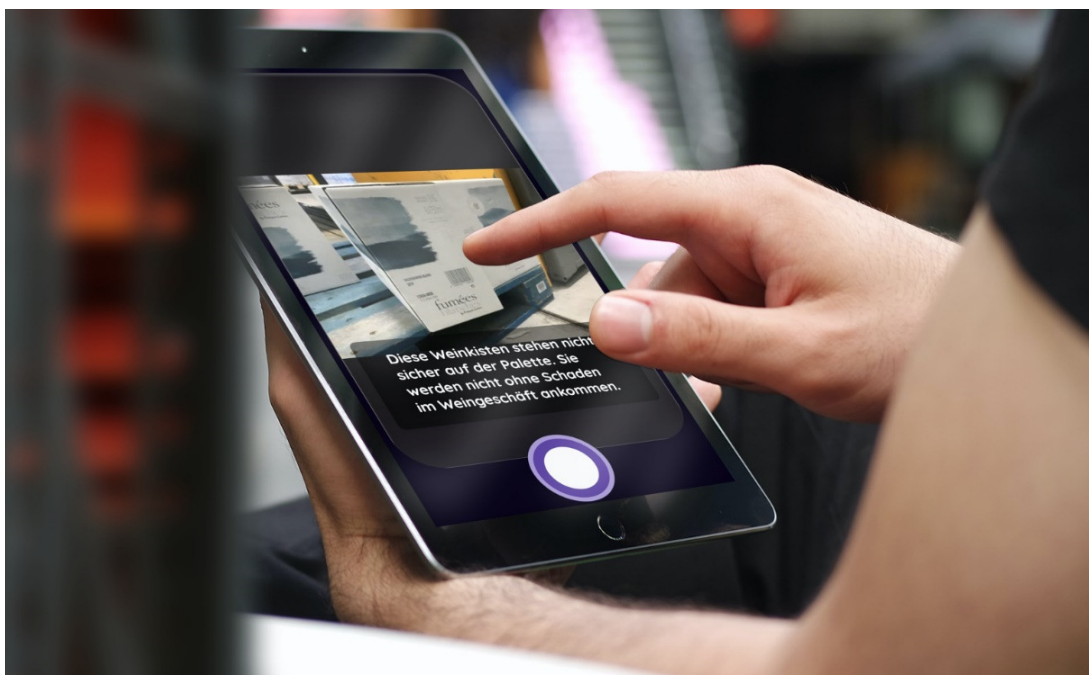
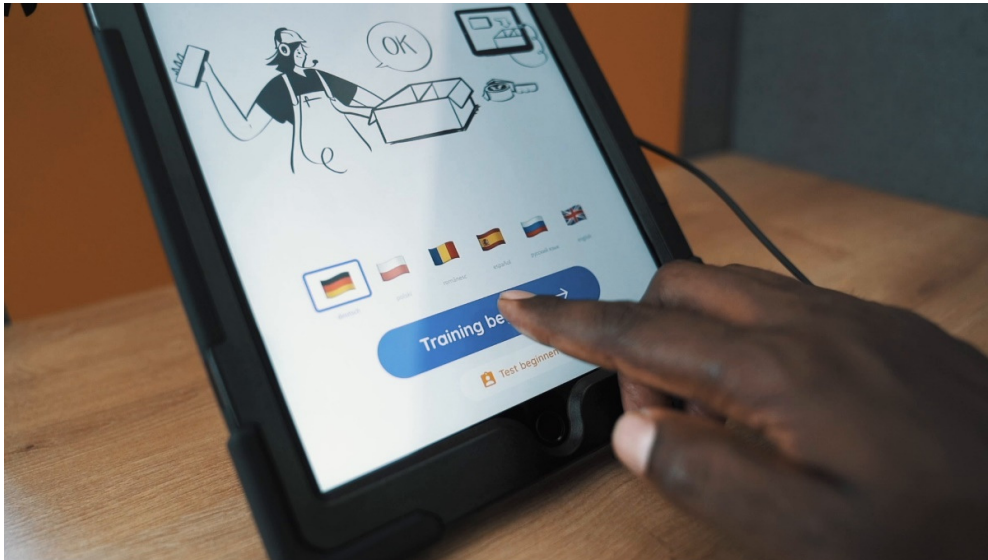


Image 2 With how.fm, visual work instructions can be implemented effortlessly - step by step, reviewed as well as automatically translated



About how.fm

The how.fm software solution improves the training of logistics professionals. Customers of how.fm include internationally active logistics and supply chain service providers such as Ingram Micro, which acquired the Docdata business in Europe, and Bohnen Logistik, the contract logistics company of the Port of Duisburg. Founded in 2018, the startup aims to improve the way employees are trained and developed on the ground. The Cologne-based company implements the induction of new employees and temporary workers via an intuitive learning platform. The how.fm software automatically translates individual work steps into more than 20 languages. Using short video clips, the program gradually guides users through various work steps and training units. The learning speed can be individually adjusted: Using the intuitive voice control, the new employee communicates independently with the program, while their hands remain free to work. Areas of application include mandatory training, such as safety instructions, as well as internal company rules and work processes and individual work instructions. The new employee learns not only how to perform the tasks correctly, but also why. With this concept, how.fm not only contributes to occupational safety, compliance and quality management, but also pioneers sustainable employee training via software solution. The mission: democratize professional knowledge and empower people to do manual work through digital training.

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