

**OMRON**

**STEPPING INTO  
TOMORROW -  
THE ROBOTICS  
REVOLUTION IN OUR  
WAREHOUSES**

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# INTRODUCTION

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# STEPPING INTO TOMORROW - THE ROBOTICS REVOLUTION IN OUR WAREHOUSES

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In the fast-paced world of UK warehousing and logistics, an innovative revolution is quietly unfolding. This isn't about short-term disruption or noise; it's about seamless efficiency and transformative change. At the core of this revolution are two groundbreaking types of robots: collaborative robots, known as cobots, and Autonomous Mobile Robots (AMRs). Together, these robots are not only changing the way warehouses operate; they're redefining the entire industry.

Analysis carried out by Indeed Flexi concluded that towards the end of 2022, the UK saw an impressive 43.2% spike in the demand for warehouse staff, surpassing pre-pandemic levels. This surge was even more pronounced in regions like the North East and Scotland, with increases of 98.1% and 60.2%, respectively. The stark rise in job advertisements in December 2022, with over 1,000 more than in December 2019, paints a vivid picture of an industry at a critical juncture, facing a persistent labour shortage that threatens productivity and growth.

The same report highlighted how this shortage of workers has set off a chain reaction throughout the warehousing sector. More specifically, businesses are turning to temporary workers, with predictions showing a 58% increase in their use in 2023. The repercussions are significant, with 28% of HR professionals expecting an even higher reliance on temporary staff. Moreover, the challenge of finding enough workers gets

increasingly more difficult for warehouse managers. A study produced by Prologisii, taking direct reference from a study by Ilk, concluded that only 7% of young adults were prepared to explore a career in logistics and only a third of the same group felt salaries were comparable to other industries.

For 3PL warehouses, the combined pressures of inflation, rising interest rates, labour shortages, and increased fuel costs are reshaping their operational landscape, despite an uptick in order volumes and profitability. Facing these challenges head-on, maintaining and enhancing these positive metrics has become a formidable task in light of the ongoing labour shortages.



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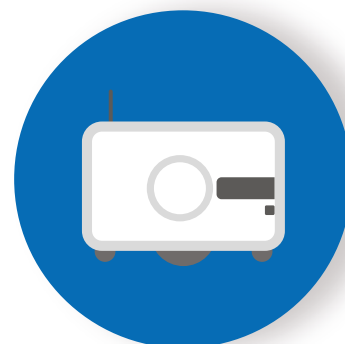
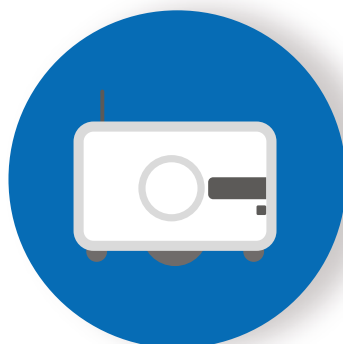
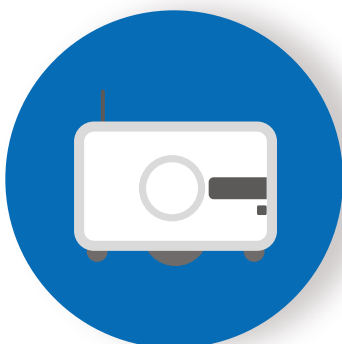
Enter the world of robotics. These robots, encompassing both cobots, AMRs, are more than just technological tools; they represent a pivotal shift in the warehousing landscape. Capable of boosting fulfilment activity by 2 to 3 times globally, these robots enable human workers to accomplish more with less, optimising order processing and significantly cutting down on manual walking time. Their integration into existing warehouse operations is notably smooth, usually requiring minimal adjustments to infrastructure or workflows. The adaptability of these robots shines as a beacon of flexibility, allowing warehouses to scale operations up or down with minimal capital investment, responding with agility to fluctuations in order volumes.

The deployment of robotics within the warehousing sector represents more than a mere shift towards automation; it signifies a strategic evolution towards enhanced operational efficiency and productivity. Robots, including both cobots and AMRs, are transforming traditional warehouse tasks. By facilitating the unloading of trucks, the movement and organisation of pallets, and the palletising of products for dispatch, these technologies integrate seamlessly into existing operations. This not only streamlines processes but also optimises

space utilisation and accelerates throughput, demonstrating the practical benefits of robotics in modern warehousing.

“Cobot Command: Leading Warehouses into Tomorrow” serves as more than an introductory guide to the world of robotics; it acts as a comprehensive step-by-step guide for the strategic implementation of these technologies in your warehousing operations. It provides you with the practical insights needed to navigate the complexities of robotic integration, offering a clear pathway to transform operational challenges into competitive advantages. This journey towards automation is not just about adopting new technologies; it’s about leveraging these innovations to create a more efficient, agile, and productive warehousing environment.

As we delve into the specifics of collaborative automation, you will gain a deeper understanding of its practical applications and learn how to turn the current challenges facing your warehouse into opportunities for future success. This is your invitation to step into a future where robotics are a critical component of your operational strategy, driving your warehouse towards greater efficiency and competitiveness in the industry.



**AMRS ARE CAPABLE OF BOOSTING FULFILMENT ACTIVITY BY 2 TO 3 TIMES GLOBALLY**

## CHAPTER ONE

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# THE CULTURE CATALYST - FOSTERING A TECH-POSITIVE ENVIRONMENT IN WAREHOUSING

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## Embracing Change: The Heart of Warehouse Evolution

The rapid advancement of technology in UK warehousing necessitates not just an operational shift but a fundamental change in mindset. This evolution is underpinned by the critical realisation that the successful adoption of technology, particularly robotics, is as much about winning the hearts and minds of the workforce as it is about enhancing operational efficiency. This chapter explores the pivotal role of company culture in the technological transition, aiming to ensure that your team perceives these innovations not as a threat but as an opportunity to elevate their capabilities and accelerate the overall performance of the warehouse.

## Understanding Employee Perceptions: The Starting Point

A critical first step in this transformation of warehouse operations is to understand and address how employees perceive any changes. Contrary to common apprehensions, a survey from Lucas Systems<sup>iii</sup> reveals a surprising openness among warehouse workers towards automation, with 74% of workers expressing a willingness to shift jobs for roles that incorporate technology – even if it means a drop in pay. That being said, the introduction of technology at a pace that outstrips the preparation and adaptation of the workforce can lead to feelings of anxiety, resistance, or even opposition. Striking the right balance between technological advancement and employee readiness is crucial for fostering a smooth and successful transition.



# WORKER BUY-IN: 7 CRITICAL FACTORS

## Identifying Processes for Automation

The journey towards automation begins with a meticulous analysis of current warehouse operations to pinpoint tasks that are ripe for automation. This strategic selection not only promises to boost efficiency but also plays a crucial role in preparing and motivating your workforce for the upcoming changes. Involving workers in this process as much as possible is vital to ensuring proactive acceptance of any automation initiative.

## Selecting Suitable Technology

The choice of technology, be it AMRs for transporting goods or robotic arms for packaging, should be made with an eye towards scalability, flexibility, and seamless integration with existing systems. The decision-making process should involve a thorough assessment of operational needs and future growth projections coupled with a collaborative analysis of worker needs. Identifying a champion from the future user group can provide great help in gaining a well-rounded view of both the present and the future.

## Choosing the Right Technology Partners

Establishing partnerships with reputable technology providers is essential. These collaborations ensure access to ongoing support and maintenance, facilitating a smooth transition to automated operations and providing a safety net for addressing

any challenges that arise during and after integration. Key to partnership success is the relationships between partners and workers to ensure misalignment on use protocols, maintenance procedures and equipment best practice are minimised.

## Empowering Through Training:

A comprehensive training programme is the cornerstone of empowering your workforce for the digital age. By fostering a culture of continuous learning and development, employees are equipped with the skills necessary to navigate new technologies, enhancing both their personal growth and the operational efficiency of the warehouse. When executed well, workers can often proactively drive an accelerated transition to the warehouse of the future.

## Nurturing a Culture of Acceptance:

Transparent communication about the benefits of automation and active involvement of employees in the deployment process are key to cultivating an innovative and inclusive culture. This approach not only addresses concerns about job security but also engenders a sense of ownership and commitment to the success of the technological transition.

## Prioritising Safety and Ergonomics:

The integration of robotics into the warehouse environment must prioritise the safety and well-being of the workforce. This entails conducting thorough risk assessments, making necessary ergonomic adjustments, and ensuring that safety protocols evolve in tandem with technological advancements.



## **Overcoming the Hurdles: Anticipating Challenges**

Navigating the transition to a more automated environment is fraught with challenges, from addressing worker concerns and ensuring comprehensive training to maintaining effective communication. Furthermore, the seamless integration of human-robot workflows and adherence to evolving safety standards are critical to the success of this transformation. Proactively addressing these challenges is imperative for a smooth and effective transition.

## **Sustaining Success: Beyond Deployment**


The introduction of technology into warehouse operations is not a one-off event but the beginning of an ongoing journey. Post-deployment, it is essential to maintain a cycle of regular training, open communication, and careful monitoring of the interaction between employees and new technologies. Recognising and celebrating milestones and achievements in this new technological era plays a significant role in sustaining a positive and forward-looking culture.



## CHAPTER TWO



# SKILL EVOLUTION - TRAINING TEAMS FOR TOMORROW



## **Bridging the Skills Gap in a Technologically Advanced Warehouse**

The landscape of warehouse operations is rapidly evolving, driven by advancements in robotics and automation. This shift not only promises increased efficiency and productivity but also highlights a growing skills gap within the workforce. Addressing this gap is essential for harnessing the full potential of new technologies, positioning training and development at the forefront of strategic planning.

### **The Urgency of Addressing the Skills Gap**

The transition towards a more automated warehouse environment underscores an urgent need for upskilling. Projections indicate a significant gap between the number of skilled workers available and the demand for expertise in robotics and AI, with millions of new jobs expected to emerge over the next decade. This presents a critical challenge: preparing a workforce that is skilled in the technologies that define modern warehousing.

## **Crafting a Future-Ready Workforce**

Developing a workforce that is not only technically adept but also agile and innovative is vital. Key competencies include robotics engineering, AI and machine learning expertise, data analysis, and an understanding of IoT and sensor technologies. Additionally, foundational knowledge in mechanical and electrical engineering will become increasingly important as the integration of an increasing variety of technologies becomes more common.

However, technical ability is only part of the equation. Critical thinking, problem-solving, effective project management, and cybersecurity awareness are equally vital, ensuring that employees are not just capable operators but also strategic assets to the organisation. Moreover, training in change management and user adoption is crucial, acknowledging the human element in new technology deployments.



**BRIDGING THE SKILLS GAP**

## **Innovative Training Approaches for Effective Learning**

The traditional training paradigm is being reshaped by innovative methodologies that cater to the diverse needs of a modern workforce. Virtual Reality (VR) and Augmented Reality (AR) offer immersive training experiences, simulating complex scenarios without the risks associated with on-the-job learning. Pioneers in logistics are already leveraging these technologies to create engaging, effective training programmes.

Digital learning platforms and gamification are proving to be powerful tools for engagement and knowledge retention. Some companies are utilising interactive modules and competition-based learning experiences to captivate employees, making education both accessible and enjoyable. Mobile training applications further enhance flexibility, allowing employees to engage with training material on their terms.

Personalised learning powered by AI is transforming training programmes, tailoring content to fit individual learning styles and pacing. This approach optimises the learning experience, ensuring that each employee receives the most relevant and effective training via individual learning paths.

## **Strategies for Implementing Comprehensive Training Programmes**

Developing an effective training strategy involves a multifaceted approach, utilising partnerships with educational institutions, in-house training initiatives, digital learning tools, and mentorship programmes.

Partnering with colleges, technical schools and consultants can provide access to specialised courses designed specifically for warehouse automation needs.

In-house training schemes, enriched with expert-led workshops and digital learning tools, provide a solid foundation for skill development. Using e-learning platforms can significantly enhance the engagement and effectiveness of training programmes.

Mentorship and shadowing opportunities allow for practical, hands-on learning, pairing less experienced employees with experienced professionals. This approach not only facilitates knowledge sharing but also fosters a culture of collaboration and continuous improvement.

Certification programmes encourage the pursuit of industry-recognised qualifications, adding an extra layer of credibility to workers' respective skill sets. Additionally, online resources can offer employees a broad spectrum of learning opportunities, further enriching the training landscape.

Gamification techniques inject an element of competition and fun into training, increasing motivation and participation. Regular feedback mechanisms and a commitment to continuous learning ensure that training programmes remain relevant and aligned with technological advancements.

## Navigating Challenges and Maximising Training Impact

The journey towards a skilled, future-ready workforce is not without its hurdles. Resistance to change, budgetary constraints, the pace of technological advancement, limited access to quality training, and the challenge of balancing training with day-to-day operations represent significant obstacles.

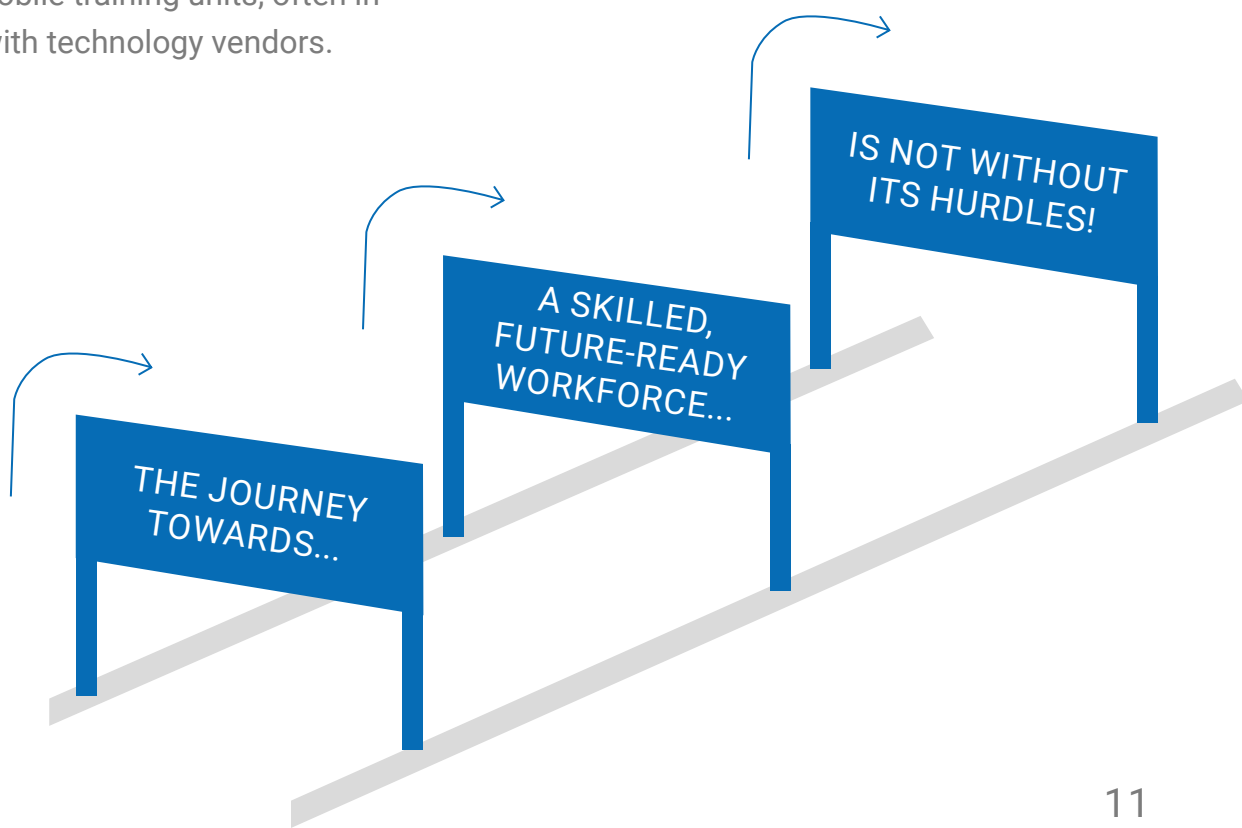
Addressing resistance to change requires clear communication of the benefits of automation, active involvement of employees in the deployment process, and the cultivation of an innovative, inclusive culture. Overcoming budgetary constraints may involve exploring government grants, subsidies, or other funding opportunities.

Staying abreast of rapid technological advancements demands a commitment to ongoing education and adaptability. Expanding access to training, particularly in under-served areas, might require more innovative solutions such as remote learning platforms or mobile training units, often in collaboration with technology vendors.

Balancing the demands of training with operational needs calls for a strategic, phased approach to technology implementation, ensuring minimal disruption and maximising the impact of upskilling initiatives.

## Conclusion: Paving the Way for a Skilled and Adaptable Warehouse Workforce

In summary, the evolution of skills within the context of warehouse automation is a complex but crucial endeavour. It involves not just the acquisition of technical expertise but also the development of a holistic skill set that includes critical thinking, adaptability, and strategic insight. By embracing comprehensive training strategies and addressing the inherent challenges head-on, warehouses can unlock their full potential, paving the way for a future where technology and humans work in harmony to create unparalleled efficiency and productivity.



FINANCING THE  
FUTURE - NAVIGATING  
THE ECONOMIC  
LANDSCAPE OF  
WAREHOUSE  
AUTOMATION

In the transformative world of warehouse automation, understanding the financial underpinnings is as important as grasping the technologies themselves. This chapter dives into the various financing strategies available for integrating cutting-edge technology into warehouse operations, showing how strategic financial planning is pivotal in maximising the benefits of automation.

## **The Financial Landscape of Technological Investment**

The adoption of robotics and advanced automation systems in warehousing brings with it substantial financial considerations. The upfront costs associated with acquiring state-of-the-art technology can be significant, making it essential for warehouse managers and logistics companies to navigate the financial landscape in a smart, well thought out way. This section outlines the importance of exploring diverse financial options to ensure investments match up with operational objectives and long-term financial stability.

## **'As-a-Service' Models: Flexibility at the Forefront**

Recent years have seen the rise of 'as-a-Service' (aaS) models, such as Robotics as a Service (RaaS), offering a more flexible approach to technology adoption. These subscription-based models allow companies to use the latest technology without the hefty initial outlay, paying a regular fee instead. There are many advantages of a RaaS investment model including scalability and access to ongoing support, but this model also appeals when considering the long-term cost implications and dependency on service providers.

## **Leasing: A Balanced Path to Technological Enhancement**

Leasing presents a viable middle ground between subscription services and outright purchase, offering the use of equipment for a predetermined period with the option to buy at the lease's end. This approach can lower initial costs and provide maintenance support, while also offering the flexibility to upgrade. This section delves into the benefits and challenges of leasing, such as the potential for higher long-term costs and restrictions on use, helping companies evaluate its suitability for their operations.

## **Hire Purchase Agreements: Steady Steps Towards Ownership**

Hire purchase agreements offer a pathway to ownership that tempers the immediate financial burden, allowing companies to pay for equipment in instalments. Once all payments are made, ownership transfers to the company. This section examines the advantages of spreading costs over time, the appeal of eventual ownership, and the considerations of total cost and early termination fees.





## **Comparing Financial Options: Tailoring Strategies to Warehouse Needs**

Choosing the right financing strategy requires a careful comparison of options, taking into account budget constraints, technology lifecycle, operational flexibility, and long-term financial goals. This section provides a detailed comparison of RaaS, leasing, and hire purchase agreements, equipping warehouse managers with the knowledge to make informed decisions that best fit their specific needs.

## **Strategic Financial Planning: Ensuring Maximum ROI from Automation Investments**

Beyond choosing a financing option, strategic financial planning involves aligning technological investments with broader operational strategies to achieve the highest return on investment (ROI). Regular monitoring of performance metrics and assessing the impact of technology on operations are crucial. This section focuses on the importance of continuous evaluation and adjustment to ensure that investments not only fit financial models but also contribute significantly to operational efficiency and growth.

## **Conclusion: Mastering the Financial Dimensions of Warehouse Automation**

This chapter underscores the complexity of financial planning in the realm of warehouse automation. It advocates for a nuanced approach that considers various financing options and emphasises strategic alignment with operational goals and financial

health. By combining financial savvy with technological insight, warehouse managers can navigate the intricacies of automation, positioning their operations for success in an increasingly competitive landscape.





COBOT INTEGRATION  
- ENHANCING  
WAREHOUSE  
EFFICIENCY

Integrating collaborative robots (cobots) into warehouse operations is a transformative strategy that boosts efficiency and supports the workforce. This chapter outlines a detailed approach for implementing cobots, combining strategic selection, safety protocols, and seamless integration to elevate warehouse performance.



## Step 1: Assessing Operational Needs

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The first step in cobot integration is a thorough evaluation of warehouse operations to identify areas where cobots can significantly enhance efficiency. Look for tasks that are repetitive, physically demanding, or prone to human error. This assessment helps pinpoint where cobots can best complement human efforts, ultimately improving productivity and job satisfaction.

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## Step 2: Selecting Suitable Cobots

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Choosing the right cobot is pivotal and involves analysing various models for their technical specifications, such as payload capacity, reach, and speed, against your warehouse's specific requirements. Consider the tasks at hand, the nature of the goods, and the desired outcome. This process ensures the selected cobots align with your operational goals and can seamlessly integrate into existing processes.



## Step 3: Ensuring Safety

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Safety is paramount when introducing cobots into a human-centric workspace. Opt for cobots equipped with safety features like force-limited joints and proximity sensors to minimise risks. Conduct comprehensive risk assessments to identify potential hazards and adjust workflows accordingly. This proactive approach to safety fosters a secure environment for both workers and machinery.

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## Step 4: Vendor Engagement and Partnership

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Successful cobot integration often hinges on the relationship with technology vendors. Select vendors known for their robust support and maintenance services. Engaging with vendors can provide valuable insights into the capabilities of different cobots and ensure that you have access to ongoing support, crucial for navigating the integration process and addressing any challenges that arise.



## Step 5: Implementation and Workflow Integration

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Careful planning is essential for the effective implementation of cobots. Consider potential adjustments to the warehouse layout and redefine job roles to accommodate the new cobot-assisted operations. Ensuring cobots are integrated with Warehouse Management Systems (WMS) and other existing technologies is crucial for operational cohesion and maximising the benefits of automation.

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## Step 7: Performance Evaluation and Improvement

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After cobots are integrated, ongoing evaluation of their performance is essential. Monitoring operational efficiency, error rates, and employee feedback provides insights into the impact of cobot integration. This continuous assessment allows for iterative improvements, ensuring that the cobot technology is fully leveraged to enhance warehouse operations and achieve strategic objectives.

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## Step 6: Workforce Training and Empowerment

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A critical component of cobot integration is training the workforce to interact safely and effectively with the new technology. Comprehensive training programmes should cover operational procedures, safety protocols, and troubleshooting methods. Empowering employees with this knowledge facilitates a smoother transition to cobot-assisted operations and helps mitigate any concerns about job displacement, highlighting the collaborative nature of cobots.



## Conclusion: Forward to a Collaborative Future

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The strategic integration of cobots into warehouse operations heralds a new era of efficiency and collaborative work environments. By following this step-by-step guide, warehouse managers can navigate the complexities of cobot integration, ensuring a successful adoption that aligns with operational goals and enhances competitiveness. The journey towards cobot integration is an opportunity to transform warehouse operations, creating a more efficient, safe, and productive future.

## CHAPTER FIVE

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# SUCCESS STORIES - CASE STUDIES IN ROBOTICS

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## Cobot Depalletising: Transforming Goods In

In the era of globalisation, warehouses in the UK encountered a unique challenge: adapting to the influx of pallets from various global regions, particularly Europe. These pallets, often arriving on Europallets (1200mm x 800mm), needed repalletising onto UK standard Chep pallets (1200mm x 1000mm) for retail distribution. This process, traditionally manual, was both labour-intensive and time-critical, often resulting in worker injuries and shortages.

The introduction of cobots for depalletising marked a significant shift in addressing this challenge. Initially, a pilot system was introduced, supported by internal champions from operations, maintenance, and management. These champions, specially trained by the system provider, played a pivotal role in advocating for the technology, expediting its acceptance, and facilitating its expansion across the warehouse.

The integration of cobots substantially reduced manual labour, particularly in handling individual SKUs weighing up to 20-25kg. This automation not only enhanced process capacity predictability but also bolstered commitment to delivery timelines, a critical factor for seasonal products. The cobots seamlessly integrated with the existing Manufacturing Execution System (MES) through cloud databases, streamlining data management and further enhancing operational efficiency.

As the technology demonstrated its success, it gained broader acceptance, resulting in its implementation in other warehouse locations. This strategic deployment showcased the potential of cobots in revolutionising warehouse operations, making them more efficient and less reliant on manual labour.



## Cobot Palletising for Goods Out

Cobot palletising emerged as a pivotal solution to address the complexities of goods out in warehouses. There was a clear need for a more flexible and efficient system, especially for handling smaller SKUs and mixed SKU pallets. Traditional high payload palletising systems, while effective for large-scale operations, were not cost-effective for smaller batch processing.

The introduction of cobots in palletising effectively addressed these limitations. They offered a versatile solution for small batch sizes and mixed SKU pallets, resulting in improved throughput and reduced warehousing time for goods. This efficiency translated into faster delivery from the factory to the end consumer, ultimately enhancing overall supply chain responsiveness.

An unforeseen yet positive consequence was the reduction in warehouse congestion. With fewer pallets waiting to be processed, space utilisation improved, leading to safer and more efficient warehouse navigation. This reduction in common warehouse accidents like trips, slips, and falls significantly enhanced overall safety.

The adaptability of the technology to handle mixed SKU pallets required substantial software development and collaborative efforts between warehouses, system integrators, and technology vendors. The successful integration of cobot technology in palletising not only reduced reliance on manual labour but also brought greater operational flexibility and reliability, mitigating the risk of penalties associated with delays or inaccuracies. .



## AMRs in Pallet Transportation: Enhancing Efficiency and Safety

The adoption of Autonomous Mobile Robots (AMRs) for pallet transportation in warehouses marked a substantial advancement over traditional forklifts. Initially driven by the desire to improve air quality, increase safety, and reduce operational costs, the deployment of AMRs quickly demonstrated broader operational benefits.

One of the most remarkable impacts of AMRs was the operational improvements they brought. Capable of controlling multiple robots simultaneously, a central control hub could allocate tasks in real-time, driven by the Warehouse Management System (WMS). This automation saved significant human hours previously spent on scheduling, allowing staff to focus on more strategic tasks such as optimising warehouse layout and improving health and safety conditions.

The precision of AMR technology compared to human-operated forklifts also led to more efficient space utilisation within warehouses. With their compact design, AMRs required narrower aisles than forklifts, thereby increasing the overall storage capacity of the warehouse. This space optimisation was a game-changer, particularly in warehouses where space was at a premium.

The safety benefits of AMRs were substantial. The automated nature of these robots minimised human error, reducing the risk of accidents and injuries associated with manual forklift operation. The enhanced safety, combined with increased efficiency and lower operational costs, made AMRs an attractive option for modern warehouses looking to optimise their operations.





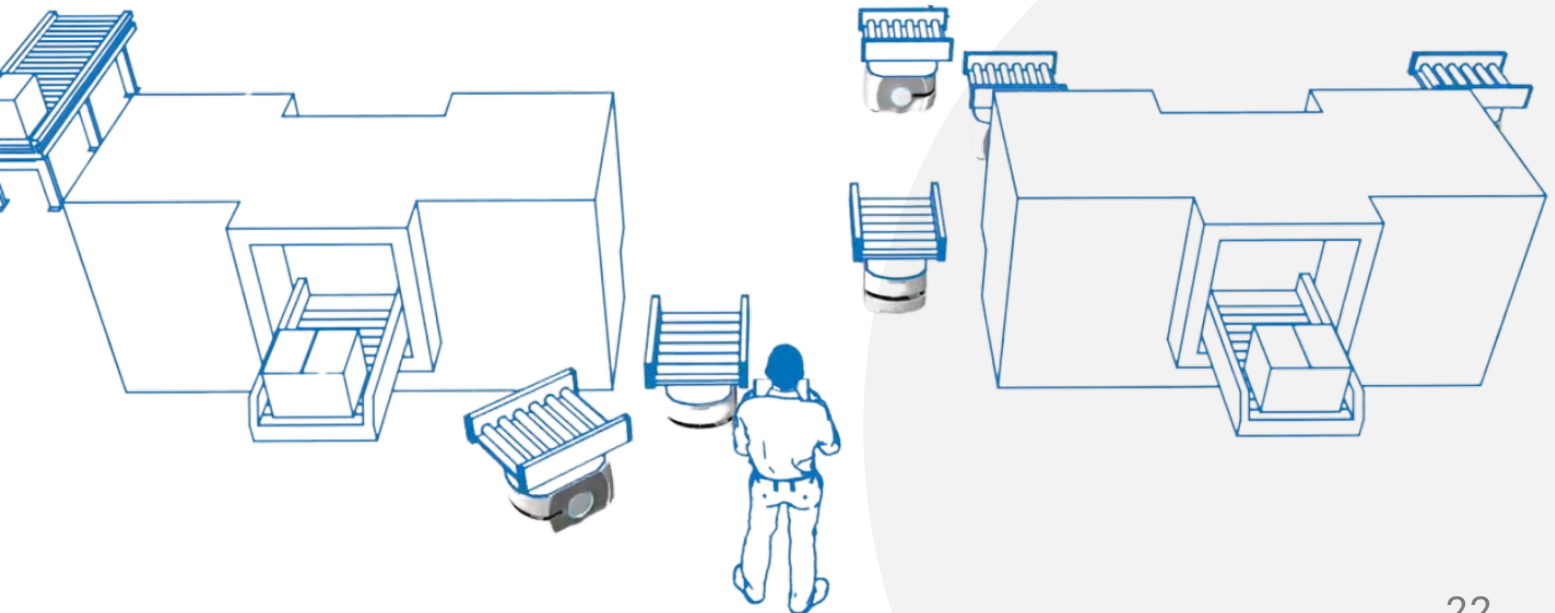
## Goods-to-Person Picking Systems: Elevating Worker Productivity

The implementation of goods-to-person picking systems marked a significant evolution in warehouse operations. Faced with the challenge of labour shortages and the physical demands of traditional picking processes, warehouses turned to technology for a solution. The introduction of AMR-assisted goods-to-person systems transformed the picking process, greatly reducing the physical strain on workers.

The training and adaptation process for this new system were multi-faceted. Operators and pickers received training focused on safety and the benefits of the new system, while technical staff were trained on the functionality and maintenance of the technology. Management training emphasised how the technology complemented and enhanced existing systems and infrastructure, with a particular focus on data and reporting links.

The productivity of warehouse workers increased significantly with the adoption of goods-to-person systems. In some cases, productivity improved by over a third.

However, the real value of these systems lay in their flexible scalability. By utilising robot loans and leasing, warehouse managers could maximise worker productivity during peak periods without the commercial risks associated with technology idleness during quieter times.





## Co-Packing with Cobots: A Hybrid Approach for Efficiency and Scalability

In the co-packing sector, traditionally reliant on volume throughput and manual labour, the integration of cobots brought a scalable and efficient solution. Depending on the complexity of the SKUs and the variability of the packing lines, cobots could be integrated at varying levels of complexity.

For low variability packing lines, cobots provided a straightforward solution. They could be quickly taught to pick and place the same product for an entire shift and easily redeployed for different products with minimal integration requirements. This flexibility was ideal for operations that needed to adapt quickly to changing product lines.

As SKUs became more complex and variability increased, the use of 3D vision systems with cobots added a higher degree of functionality. These systems enabled cobots to handle a wider range of products with different shapes and sizes. However, integrating 3D vision systems required careful planning and technical discussions with technology vendors to ensure successful deployment.

The flexibility of renting or leasing cobots provided warehouse managers with the ability to scale their operations according to demand. This was particularly beneficial for handling seasonal products, allowing for increased capacity during peak times and scalability during quieter periods. The result was a lucrative operational model for warehouse managers, offering increased

capacity and flexibility while reducing reliance on manual labour.



## CONCLUSION

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**SIMPLIFYING  
SUCCESS IN  
WAREHOUSE  
AUTOMATION**

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## Blending Tech, Finances, and People

As we conclude our exploration through “Cobot Command: Leading Warehouses into Tomorrow,” let’s highlight a crucial insight: achieving excellence in warehouse automation isn’t solely about adopting new technologies. It’s about crafting a comprehensive strategy that blends technological advances, financial acumen, and a focus on the workforce. The future of warehousing is not merely automated but is enhanced by human input and grounded in sound financial planning.

### Essential Insights for Transformative Change

Our journey has unpacked the complexity of warehouse automation into accessible insights:

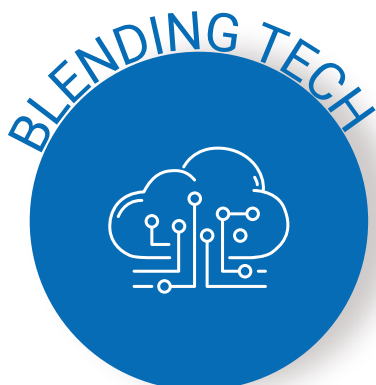
Chapter 1: Embracing a Tech-Friendly Culture emphasised the necessity of nurturing an environment that welcomes technological advancements. Success hinges on making technology an ally for the workforce, ensuring it serves to bolster, not intimidate.

Chapter 2: Equipping Teams for the Future underscored the critical role of training in bridging the technological skills gap. Forward-thinking training programmes empower employees, preparing them for tomorrow’s challenges.

Chapter 3: Smart Financing for Technological Investments delved into the financial strategies for adopting new technologies. It illuminated various funding avenues, underlining the importance of a strategic financial approach to complement technological investments.

Chapter 4: Practical Steps for Cobot Integration provided a straightforward guide to embedding cobots into daily operations. It stressed the significance of careful selection, safety, and adaptability in ensuring a smooth transition to automation.

Chapter 5: Real-World Successes offered a glimpse into how collaborative and autonomous technologies have revolutionised warehouses. These case studies demonstrate the power of strategic automation implementation.



## Moving Forward: Act Now with Strategy

As we look to the future of warehouse automation, the imperative is clear: adopt technology thoughtfully, prioritising both your team's well-being and your financial stability. This guide serves as a blueprint for a balanced approach, marrying technological innovation with human and financial considerations.

The path to effective warehouse automation is an ongoing voyage. Should you seek further advice or wish to customise these strategies for your unique context, I'm at your service. Reach out for more personalised guidance, and let's collaboratively navigate towards operational success in your warehouse.

In embracing the future, let's commit to a vision where warehouses become more efficient, productive, and harmonious places—where technology serves humanity, and both move forward together.

For personalised advice, support, and to explore bespoke warehouse automation solutions, please contact me at [Your Contact Information]. Together, we can make your automation ambitions a reality.



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