



Customer Success Story

AGCO's Ergonomics Evolution:

Empowering Safety, Efficiency and Innovation Through Strategic Integration



In a world where workplace safety and operational efficiency are vital to global competitiveness, AGCO stands as a pioneering force in the integration of ergonomics into industrial operations. As the world's largest pure-play manufacturer of agricultural equipment—with over 24,000 employees across five continents—AGCO has redefined how ergonomics can transform productivity and employee well-being.

Why Ergonomics Matters to AGCO Now More Than Ever

AGCO's commitment to ergonomics goes far beyond compliance. The company's approach is built on the belief that safer, more comfortable workspaces drive better results—for employees, for operations, and ultimately, for the farmers they serve.

"Ergonomics improvement is about enhancing productivity, reducing cost and boosting morale by reducing employee injuries and ultimately delivering the best products for our farmers."

*Tim Millwood, Senior Vice President,
Chief Supply Chain Officer, AGCO.*

Building a Global Ergonomics Culture at AGCO

AGCO's ergonomics journey accelerated in recent years through a deep partnership with [VelocityEHS](#). Together, they launched a robust training and implementation

strategy centered on a four-day continuous improvement workshop model—two days of [VelocityEHS Industrial Ergonomics](#) software training and two days of hands-on ergonomics Kaizen events.

"We believe in educating our people and creating our own expertise at each facility ... cross-functional involvement is essential for the success of our vision."

Walid El-Sayed, Global Director of Lean Academy and Global Director of Materials Management, AGCO.

This structured approach empowers local teams to identify, assess and fix ergonomics issues using AI-powered tools from VelocityEHS. It's a bottom-up transformation—teaching employees to see with "ergo eyes," meaning the ability to spot risks and improvement opportunities in their daily work.

From Strategy to Action: Embedding Ergonomics into AGCO's APS Continuous Improvement Process

AGCO has seamlessly woven ergonomic thinking into its AGCO Production System (APS), using the Plan-Do-Check-Act (PDCA) methodology. A typical Kaizen event now includes ergonomics and MSD risk assessments, smart phone video captures of work observations, spaghetti diagrams and direct operator engagement.

VelocityEHS — Let's Drive the World Forward, Together.

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This cross-functional model has delivered extraordinary results. As an example, in 2024 alone, in South America:

- Almost 400 Kaizen events were held in six facilities
- More than half were focused on safety and ergonomics
- Total Case Incident Rate (TCIR) dropped by more than 50% where implemented

These improvements were achieved primarily through low-cost, high-impact solutions, not automation or robotics.

Leadership, Culture, and the Path Forward

AGCO's cultural beliefs—Farmer First, Speak Up!, Team Up!—have been key drivers of their ergonomics success. Leadership's visible support has also been critical.

"I'm blessed to have leaders who don't just talk the talk, but walk the talk," says El-Sayed.

Looking ahead, AGCO is embedding ergonomics into New Product Introduction (NPI) processes, ensuring that safety and usability are considered from the design phase onward.

Conclusion: Find It. Fix It. Sustain It.

AGCO's story proves that ergonomics doesn't need to be expensive or complicated to make a big impact. With a smart combination of leadership, employee training, continuous improvement and the right technology, AGCO has built a repeatable model for success.

Their mantra: "Find it. Fix it. Sustain it." captures the essence of their approach—and offers a blueprint for organizations everywhere looking to boost performance while safeguarding their most valuable assets: their people.



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