



LEANSOLUTIONS

GROUP

The Future of
— **Logistics Talent** is **Near** —

INTRODUCTION

Over the past few years, rapid advancements and unforeseen challenges have reshaped the logistics and supply chain landscape. Accelerated digitalization and technological innovation have widened skills gaps and complicated workforce planning. Today, logistics professionals navigate an environment where e-commerce is thriving, customer expectations are soaring, and the demand for quick, efficient service is necessary.

Logistics, once seen as a back-end operation, is now recognized as a cornerstone of global supply chains. The industry has evolved into a sophisticated, technology-driven network that requires a highly skilled workforce to manage everything from operations to AI-powered delivery systems. The demand for logistics professionals is expected to grow by [25% by 2025](#), highlighting the urgent need for a capable and future-ready workforce.

As logistics becomes increasingly integral to global commerce, the industry must focus on attracting and retaining talent, investing in continuous learning, and embracing technological advancements. This report delves into the key trends and strategies that will define the future of logistics talent, equipping industry leaders with the insights needed to navigate and thrive in this dynamic landscape.

Importance of Logistics Talent in Global Supply Chains

The importance of logistics cannot be overstated. Skilled professionals in logistics ensure that products move seamlessly from manufacturers to consumers, maintaining the lifeblood of global trade. Efficient logistics operations reduce costs, increase speed, and improve customer satisfaction, which are all vital for businesses to stay competitive in today's fast-paced market.

However, attracting talent to the logistics sector remains a challenge. To appeal to the next generation of workers, the industry must highlight the exciting and impactful career opportunities it offers. Emphasizing the critical role that logistics professionals play in the global economy can help shift perceptions. This means creating appealing career paths, embracing remote and hybrid work models, and offering opportunities for growth and development. As logistics becomes more technologically advanced, the need for digital skills, innovation, and adaptability among workers becomes critical.

Objectives of the Report: **Predicting Future Skills and Workforce Trends by 2025**



This report aims to provide a comprehensive analysis of the future skills and workforce trends in logistics by 2025. Our objectives are to:

- **Identify Emerging Trends**
- **Examine Technological Integration**
- **Propose Workforce Optimization Strategies**
- **Address Current and Future Challenges**
- **Forecast Future Skills**

By focusing on both the technology and workforce sides of the industry, this report aims to equip logistics professionals and decision-makers with the knowledge and strategies needed to navigate the evolving landscape. The future of logistics talent is not a distant concept—it's rapidly approaching, and businesses must be prepared to adapt and thrive.

Section 1: Key Drivers & Trends of Change in the Logistics Workforce

The rapid advancement of technology and the shifting dynamics of global trade are reshaping what it means to work in logistics. Here's a closer look at how these changes are impacting the future of logistics talent, both locally and global:

1. E-commerce Expansion and Workforce Demand

With global e-commerce sales projected to reach [\\$7.39 trillion by 2025](#), the need for skilled professionals is intensifying. The expansion of online shopping is not only increasing the volume of logistics work but also shifting job roles from traditional retail positions to specialized logistics roles.

The rise of e-commerce is driving demand for new logistics roles and skills. Professionals must adapt to evolving job functions that focus on optimizing the efficiency of automated and high-volume environments.

2. Digital Transformation and Talent Evolution

The integration of advanced robotics, automation, and AI into logistics processes is creating new job roles and altering existing ones. The rise of AI and IoT is further transforming job functions by providing real-time data and predictive analytics. As digital tools and technologies become integral to logistics operations, professionals need to develop expertise in managing and utilizing these innovations. Upskilling in digital literacy and data analysis will be essential for future roles.

3. The Role of Big Data and Predictive Analytics

Big data and predictive analytics are becoming key in logistics management. By handling vast amounts of data, companies can forecast demand more accurately, optimize inventory levels, and enhance route planning. This data-driven approach necessitates a workforce skilled in data analysis and predictive modeling. As logistics companies

increasingly rely on data to drive decisions, professionals who can interpret and apply this information will be in high demand.

4. Sustainable Logistics

The shift towards sustainable logistics is necessary, and professionals with expertise in minimizing waste, optimizing resource use, and implementing energy-efficient processes are in high demand. Logistics professionals must also integrate sustainable practices into every aspect of the supply chain. For companies like ours, which support logistics companies through back-office roles, leveraging technology to reduce environmental impact is a gradual process, but we believe everyone can take steps to contribute to a more sustainable and eco-friendly future. The back office in a logistics company can become a safeguard of sustainability goals through advanced technology:

Optimizing Routes: Using data analytics to optimize transportation routes, reducing fuel consumption and improving efficiency.

Reducing Waste: Utilizing technology to minimize waste production and enhance resource efficiency.

Ensuring Compliance: Helping logistics companies stay compliant with regulations through accurate data tracking and reporting.

By doing so, we help logistics operators reduce their carbon footprint, monitor energy consumption, optimize transportation routes, and identify areas for emissions reduction. Together, we can make a significant positive impact on the environment.

5. Cross-Border Collaboration & Global Talent Mobility

Globalization and cross-border trade are expanding, making collaboration across different regions and cultures essential. Logistics professionals need to be adept at managing international supply chains, navigating regulatory environments, and coordinating with global teams.

The future of logistics talent is also marked by increasing global talent mobility. Professionals with specialized skills and experience are being sought after worldwide. Companies are tapping into international talent pools to fill critical roles, leveraging remote work capabilities to overcome geographic limitations. This approach to talent acquisition not only helps address local skill shortages but also brings diverse perspectives and innovation to logistics operations.





Section 2: Strengthening Global Team Culture & Dynamics

Transcending Geographical Barriers

Creating a cohesive organizational culture in a global workforce is essential for the logistics industry, especially as it addresses the complexities of nearshoring and remote operations. A unified culture ensures that all team members, regardless of location, share common values, goals, and practices, which is crucial for [seamless collaboration and efficient operations](#).

Why Create a Global Workforce?

- **Lower Cost per Load:** Nearshoring and global talent can reduce operational costs, including the cost per load, by taking advantage of lower labor costs and operational efficiencies in different regions.
- **Improved Customer Experience:** A diverse and well-coordinated global workforce can provide superior customer service by offering extended coverage hours and understanding diverse customer needs.
- **Rapid Deployment of Talent:** Access to an available global talent pool allows for quick scaling of operations, ensuring that the right skills are available when and where they are needed.
- **Access to Specialized Skills:** Leveraging a global workforce can provide access to specialized skills and expertise that may not be readily available locally.
- **Top-Tier Talent Sourcing:** Proactively source highly qualified, bilingual, college-educated professionals.
- **Efficiency in Hiring:** Quick fulfillment of positions with a rapid onboarding process, getting new clients up and running within weeks.

- **Enhanced Collaboration:** A global workforce that transcends geographical barriers can collaborate more effectively, leveraging diverse perspectives and expertise to solve complex logistics challenges.
- **Increased Innovation:** Bringing together team members from various cultural backgrounds fosters creativity and innovation, as different viewpoints can lead to unique solutions.
- **Improved Flexibility:** A cohesive global team allows for more flexible operations, enabling the logistics company to respond swiftly to market changes and customer demands across different regions.

Stronger Employee Engagement: Employees who feel connected to a unified organizational culture are more likely to be engaged, motivated, and [committed to the company's success](#).

- **Enhanced Resilience:** A distributed workforce can enhance organizational resilience by diversifying risk and ensuring business continuity in the face of local disruptions.

Best Practices for Creating a Global Workforce

- **Onboarding and Integration Programs:** Develop comprehensive onboarding programs that include not only job-specific training but also information about the company's culture, values, and expectations. Integration programs can help new employees from different locations quickly feel part of the team.
- **Regular Team-Building Activities:** Organize regular team-building activities, both virtual and in-person, to strengthen relationships among team members. These activities can include workshops, social events, and collaborative projects.





- **Recognition and Reward Programs:** Establish recognition and reward programs that celebrate the achievements and contributions of team members from all locations. This helps build a positive and inclusive culture where employees feel valued and appreciated.
- **Cross-Training and Skill Development:** Offer cross-training opportunities that allow employees to gain experience in different roles and functions. This not only enhances their skills but also promotes a better understanding of the company's operations and fosters a culture of continuous learning.

Importance of Cultural Diversity and Inclusion

Cultural diversity and inclusion are vital for fostering productivity, a dynamic workforce, enhanced team collaboration, employee satisfaction, and retention within logistics teams. The benefits include:

- **Enhanced Problem-Solving:** Diverse teams bring varied perspectives, which can lead to more innovative solutions and improved problem-solving capabilities. This is particularly important in logistics, where challenges can be complex and multifaceted.
- **Attracting Talent:** A commitment to diversity can make the organization more attractive to potential employees. Younger generations, particularly Millennials and Gen Z, prioritize working for companies that demonstrate inclusivity and social responsibility. To attract the right talent and ensure the perfect fit:
- **Identifying the Right Skills:** Clearly define the skills and attributes required for each role. This helps in targeting candidates who possess the necessary technical expertise and cultural alignment with the organization's values.
- **Tailored Recruitment Strategies:** Develop recruitment strategies that focus on diverse talent pools. Utilize platforms and networks that cater to various demographics to reach a broader range of potential candidates.
- **Available Pool of Professionals:** Ensure access to a pool of professionals with relevant degrees and high levels of English proficiency. This is crucial for seamless communication and effective collaboration, especially in a global workforce.
- **Specialized Training Programs:** Offer specialized training programs to bridge skill gaps and enhance the capabilities of new hires. This not only helps in upskilling employees but also demonstrates the organization's commitment to their professional growth.



Remote and Distributed Teams

Optimizing Remote and Distributed Teams

Hiring talent in logistics today involves finding skilled candidates and ensuring cultural fit. Effective communication, team cohesion, and performance monitoring are key elements in maximizing the potential of remote talent. Managing remote and distributed teams offers a unique opportunity to innovate. By setting clear expectations, fostering a culture of trust, leveraging technology, and scheduling regular check-ins, logistics companies can turn these elements into opportunities for growth. Embracing these best practices addresses current needs and prepares the workforce for future demands, enhancing resilience and agility in the rapidly evolving logistics industry.

Solutions and Best Practices for Effective Remote Team Management

To address these challenges, organizations can implement the following best practices:

- **Set Clear Expectations:** Define roles, responsibilities, and performance metrics clearly. This helps remote employees understand what is expected of them and how their contributions are measured.
- **Foster a Culture of Trust:** Encourage autonomy by trusting employees to manage their work. This can enhance motivation and engagement, as individuals feel empowered to take ownership of their tasks.
- **Use Technology:** Leverage technology to facilitate collaboration and communication. Tools like project management software, video conferencing, and shared documents can help keep teams connected and organized.
- **Regular Check-Ins:** Schedule regular one-on-one and team meetings to discuss progress, provide feedback, and address any concerns. This helps maintain open lines of communication and reinforces team cohesion.

A study on the mediation role of organizational culture on transport costs found that [organizational culture positively impacts firm competitiveness in the road freight sector](#). Companies with weak organizational cultures struggled to understand customer needs, motivate employees, and coordinate between functional areas.

By implementing these strategies, logistics organizations can build a strong organizational culture that transcends geographical barriers, embraces cultural diversity, and effectively manages remote teams.

Section 3: Workforce Optimization for Executives

With the rise of digital transformation, shifting customer expectations, and an increasingly competitive landscape,

aligning workforce strategies with business goals and technological advancements is one of the keys to logistics success.

Here at Lean Solutions Group, leveraging insights from our operations, quality, workforce, and implementation departments, we have developed strategies to help companies navigate these challenges and seize new opportunities. These strategies focus on ensuring flexibility, fostering career development, and boosting efficiency in your workforce.

Connecting Logistics Talent with Nearshoring as a Main Strategy

Nearshoring has emerged as a strategic approach to improve supply chain reliability. Much in the same way, nearshore staffing addresses talent shortages and enhances operational efficiency in the logistics industry. By partnering with nearshore teams, companies can access a diverse pool of skilled professionals, reduce costs, and improve operating costs.

This section provides valuable insights into how to effectively integrate nearshore talent with your business goals and technological advancements. These are the best practices and strategies that could help your company overcome current challenges and capitalize on emerging opportunities.

A. Aligning Workforce Strategy with Business Goals and Technological Advancements

As logistics operations become more complex and technology-driven, aligning workforce strategy with business goals ensures teams meet current needs and drive future growth.

Key Steps:

- **Initial Review and Team Selection:** Conduct a thorough review with your nearshore partner to align with business goals. Select team members with the necessary skills and experience.
- **Onboarding Process and Regular Communication:** Implement detailed onboarding and establish regular communication channels to maintain alignment and address challenges promptly.

B. Monitoring and Measuring Performance and Productivity

Establishing clear metrics and using productivity tools helps identify bottlenecks and optimize processes.

Actions to Take:

- **Performance Metrics and Productivity Tools:** Establish KPIs aligned with business goals and use productivity tools for real-time tracking.



- **Regular Performance Reviews:** Conduct regular performance reviews to assess and enhance team productivity.

C. Scaling Resources Effectively

Adapting to changes in demand is a competitive advantage. Ensuring scalability helps respond to market fluctuations efficiently.

Actions to Take:

- **Scalability Assessment:** Assess the need for scaling and ensure your partner can adjust resources accordingly.
- **Talent Pool and Ramp-Up Processes:** Maintain a robust talent pool and implement efficient ramp-up and downsizing processes.

D. Effective Onboarding and Integration of Nearshore Staff

Proper onboarding ensures new hires understand business practices, technological tools, and performance expectations.

Actions to Take:

- **Transparency and Ethics:** Ensure transparency during selection and promote an ethics policy.
- **Ongoing Support:** Request ongoing quality assurance and support for continuous improvement.

E. Incorporating Client Feedback into Quality Assurance

Continuous feedback ensures services meet or exceed client expectations.

Actions to Take:

- **Regular Check-ins and Action Plans:** Set regular check-ins to gather feedback and create action plans for continuous improvement.

F. Recruiting and Retaining Talent

A strategic approach to recruitment and retention ensures a skilled and motivated team.

Actions to Take:

- **Recruitment Process and Retention Strategies:** Ensure a thorough recruitment process and offer competitive benefits to retain top talent.



Section 4: Future Skills in Logistics

The logistics industry is at a critical moment, requiring a workforce equipped with new skills to navigate the rapidly evolving landscape shaped by technology, consumer behavior, and global economic shifts. Here's an in-depth look at the key skills and emerging trends that will define the future of logistics talent.

Key Skills Required for Future Logistics Talent

Data Literacy and Technical Proficiency: As logistics operations become increasingly data-driven, proficiency in data analysis is essential. Companies are leveraging big data analytics for improved decision-making, inventory optimization, and demand forecasting. A report indicates that [54% of logistics businesses anticipate skills shortages](#) in data literacy by 2024.

- **Adaptability and Innovation:** The ability to adapt to new technologies and processes is crucial. Innovative thinking will enable logistics professionals to implement creative solutions to [complex challenges](#). The logistics sector must embrace agility to remain competitive in a rapidly changing environment.
- **Technical Skills:** Skills in automation, AI, and software development are increasingly important. The logistics workforce must be adept at using advanced technologies to enhance operational efficiency and effectiveness.

Emerging Digital Trends in Logistics Workforce

- **Technological Integration:** The logistics industry is witnessing a surge in the adoption of technologies such as IoT, AI, and automation. Companies that effectively integrate these technologies will be better positioned to respond to market demands and supply chain disruptions.
- **Focus on Sustainability:** As environmental concerns gain prominence, logistics companies are prioritizing sustainable practices, and nearshoring companies are supporting this shift with a specialized focus. This evolution requires talent skilled in sustainable logistics solutions and practices.

For example:

- Education and Training
 - + **Continuous Improvement:** Encourage employees to participate in continuous improvement programs.
- Technology Integration
 - + **IoT and AI Technologies:** Leverage Internet of Things (IoT) and Artificial Intelligence (AI) to optimize supply chain operations, reducing energy consumption and waste.
 - + **Real-Time Tracking:** Implement real-time tracking systems to enhance efficiency and minimize unnecessary disruption.

The Importance of Data Analysis and Technical Skills

Data analysis is foundational for future logistics roles. The ability to interpret data can lead to more informed decisions regarding supply chain management, inventory control, rate negotiations, customer service, and more.

- **Training Programs and Certifications:** Organizations are investing in training programs focused on data analytics and technical skills. Certifications in logistics management, data science, and supply chain analytics are becoming increasingly valuable for professionals looking to enhance their qualifications.

Encouraging Innovative Thinking and Adaptability

To foster a culture of innovation, logistics companies must encourage their workforce to think creatively and embrace change.

- **Case Studies of Innovative Solutions:** Companies are implementing innovative logistics solutions such as digital twins and automated warehousing systems. These advancements improve efficiency and require an adaptable workforce skilled in new technologies.



Case Studies Examples

TRINET GLOBAL LOGISTICS

Overview: Optimizes cargo management for greater efficiency and lower costs, allowing companies to focus on the essentials.

Challenge: Outdated and limited technology hindering operations.

Our Solutions

Technological Optimization: Code Update, Team Enhancement, UX/UI, Functionality, Auditing, Financial Integration, Security, Integrations, Logic, Revitalization.

Achievements

- Developed a new dashboard with critical data.
- Simplified manual processes.
- Improved billing with validation.
- Successfully integrated with key platforms (P44, Dynamics, FedEx, UPS, and Canada Post).

NFI LOGISTICS

Overview: NFI, a logistics leader across the US, Canada, and Colombia, sought to enhance its integrated logistics operations.

Challenge: Addressing technological integration, resource scalability, and workforce optimization.

Our Solutions

Strategic partnership with Lean Solutions Group

Adaptive resource allocation

Back-Office Support

Focus on career development in Colombia

Achievements

- Scaled from 4 to over 100 Lean employees
- Plans to double resources within a year
- Achieved a 96.3% retention rate

ARRIVE LOGISTICS

Overview: Prominent multimodal transportation and technology company with strategic services for shippers and carriers.

Challenge: Addressing comprehensive needs with a customized TMS solution to cover complete transportation and logistics management, incorporating business logic tailored to meet specific requirements.

Our Solutions:

Adapted a complete TMS system to specific needs.

Integrated with existing systems.

Provided continuous support for assistance and maintenance.

Achievements:

- Optimized transportation operations, increasing efficiency.
- Streamlined logistics processes, reducing costs.
- Improved reliability in deliveries for enhanced customer service.
- Enhanced tracking and monitoring with real-time visibility.

EDGE LOGISTICS

Overview: Provides high-quality transportation management solutions through efficiency, technology, and innovation.

Challenge: Optimizing efficiency in reservation, quoting, and payment operations that were running at a slow pace.

Our Solutions:

Developed CAPACITY, an innovative load coordination platform, providing real-time freight tracking.

Achievements

- CAPACITY revolutionized the experience, fueling the company's growth.
- Its user-centric design facilitates use for carriers.
- Evolved from an idea to a leading SaaS provider in the industry.

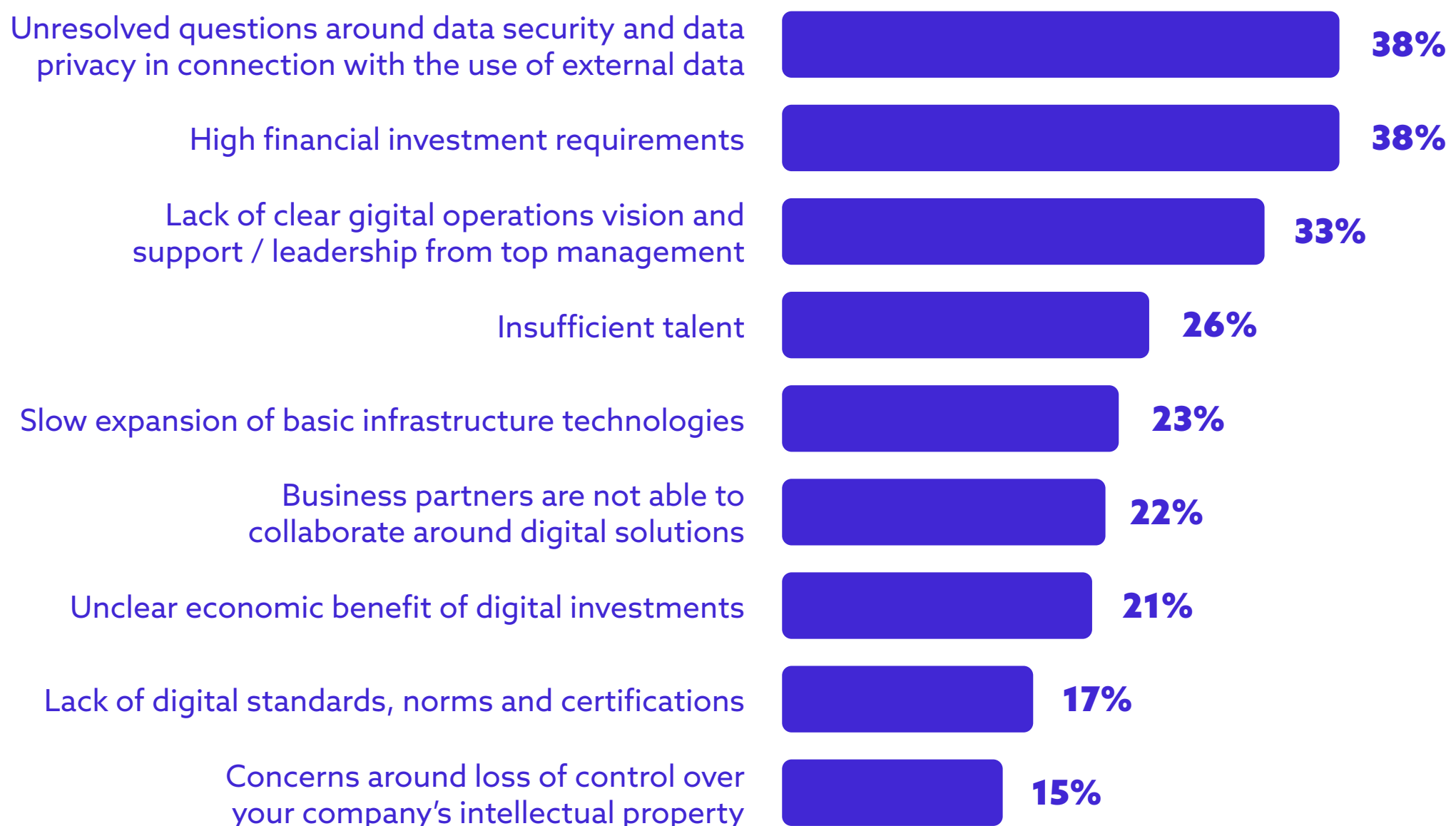
The findings from these studies reinforce the need for logistics companies to [invest in workforce training](#) to keep pace with technological advancements.

The future of logistics talent hinges on a combination of data literacy, technical proficiency, adaptability, and innovative thinking. By addressing these areas through targeted training and development programs, the logistics industry can build a resilient workforce ready to tackle the challenges of tomorrow.

Section 5: Current and Future Challenges in Logistics Talent Management

Managing talent is a critical lever for success in the logistics industry. As the industry continues to evolve under the pressures of global trade, technological advancements, and shifting workforce expectations, understanding and addressing the challenges of today and preparing for those of tomorrow is essential.

Current Challenges in the Logistics Industry



Source: [Leypaya](#)

1. Labor Shortages

The logistics sector is grappling with a significant shortage of skilled labor, exacerbated by an aging workforce and the increasing demand for specialized skills. Companies are faced with the pressing need to not only attract new talent but also to retain their current workforce. Addressing this challenge involves investing in comprehensive training and development programs, offering competitive compensation, and creating an appealing work environment. For instance, implementing flexible work schedules and career development opportunities can enhance job satisfaction and retention.

2. Supply Chain Disruptions

Recent global events have exposed the vulnerabilities within interconnected supply chains. Natural disasters and geopolitical tensions have demonstrated the need for more resilient and adaptable supply chain strategies. Companies must develop agile approaches to quickly respond to disruptions and minimize operational impacts. This means building contingency plans and investing in technologies that enhance supply chain visibility and flexibility.

Studies show that the supply chain has dealt with the following issues throughout the years:



3. Rising Operational Costs

The logistics industry is under pressure from fluctuating fuel prices, inflation, and increased transportation costs. Balancing cost-efficiency with service quality is a critical challenge. Companies need to adopt strategies like route optimization, exploring fuel-efficient options, and implementing some creative solutions to mitigate the effects of rising costs. Embracing technology for cost control, real-time decision making, and operational efficiency is essential.

4. Leadership and Career Development

Effective leadership is crucial for addressing the skills gap and driving talent development. Many logistics companies struggle to build meaningful organizational training and development that develops highly engaged employees. To counter this, firms need to focus on structured career development and reskilling programs. Leadership academies can upskill managers to better support their teams and create career pathways that align with evolving industry demands. Investing in leadership development is key to improving workforce morale and productivity.

Future Challenges in the Logistics Industry

1. Adapting to Technological Advancements

The rapid pace of technological change presents both opportunities and challenges. As logistics companies integrate automation and digital tools, there is a growing need for a workforce that can adapt to these changes. This includes developing skills in data analytics, AI, and robotics. Future challenges will involve upskilling existing employees and attracting talent with the technical expertise required to leverage these advancements effectively.

2. Managing Talent in a Globalized Workforce

With increasing globalization, managing a diverse and geographically dispersed workforce will become more complex. Companies will need to implement strategies to bridge cultural and operational differences, ensuring effective collaboration across borders. This includes adopting global talent management practices and leveraging nearshore teams to tap into a broader talent pool while maintaining operational efficiency.

3. Addressing the Shift in Worker Expectations

Future talent will continue to seek more flexibility in their work arrangements, including remote work options and adaptable schedules. Companies will need to align their workforce strategies with these evolving expectations to attract and retain top talent. This shift will require a rethinking of traditional work models and the implementation of policies that support work-life balance and employee well-being.

4. Preparing for Environmental and Regulatory Changes

As environmental concerns and regulations become more stringent, logistics companies will need to adapt to new standards and practices. This includes investing in sustainable practices and ensuring compliance with evolving regulations. Preparing for these changes will involve both technological investments and workforce training to meet the challenges in a new way of doing business.

The Future of Logistics Talent in Numbers

As the logistics and supply chain industry evolves, understanding workforce demographics, skill gaps, technology adoption, and industry growth is crucial. Here are key statistics and trends to help you navigate the future of logistics talent.

Workforce Demographics

- **Aging Workforce:** By 2030, 30% of the current logistics workforce is expected to retire.
- **Gender Diversity:** Women represent only 20% of the logistics workforce.
- **Youth Engagement:** Only 10% of the logistics workforce is under the age of 30.

Skill Gaps

- **Digital Literacy:** 45% of logistics companies report a shortage of digitally literate workers.
- **Technical Skills:** 60% of logistics firms struggle to find employees with the necessary technical skills.
- **Leadership:** 35% of companies report a gap in leadership and management skills.

Technology Adoption

- **Automation:** 70% of logistics companies plan to implement automation technologies in the next five years.
- **AI and Machine Learning:** 50% of firms are investing in AI and machine learning to optimize operations.
- **Big Data Analytics:** 65% of companies are adopting big data analytics for better decision-making.

Industry Growth

- **Market Size:** The global logistics market is expected to reach \$15 trillion by 2025.
- **E-commerce Impact:** E-commerce growth is driving a 25% increase in logistics jobs by 2025.
- **Investment:** The logistics industry is increasingly investing in technology and infrastructure. For example, the market for global warehouse automation is expected to grow at a Compound Annual Growth Rate around 10% from 2021 to 2030.



Conclusion

As we look to the future of logistics, it's clear that the industry is undergoing a transformative shift driven by technology, evolving consumer expectations, and global economic changes. For logistics professionals and decision-makers, staying ahead means investing in the right talent, fostering a culture of innovation, and embracing new technologies.

This report underscores the importance of strategic workforce planning, continuous learning, and innovative thinking in shaping the future of logistics talent. The time to act is now, as the future of logistics is not just near—it is here. Companies that proactively invest in their workforce will be better positioned to thrive in the dynamic and challenging logistics landscape of tomorrow.

Lean Solutions Group is committed to helping businesses navigate these changes by providing expert nearshore talent, innovative solutions, and comprehensive support. By staying adaptable and forward-thinking, we can collectively ensure that the future of logistics is not only promising but also within reach for everybody.



Sources:

[*Adecco Report: The Future of Workforce and Talent in the Logistics & Supply Chain Industry.*](#)

[*PWC Report: Shifting Patterns: The future of the logistics Industry.*](#)





LEAN SOLUTIONS

GROUP

[Contact Us](#)