



How Sika Uses AI & Video to Drive Immediate Ergonomic Behavior Change

Executive Summary

Sika uses TuMeke's AI-powered video analysis to drive immediate ergonomic behavior change on the floor and give leaders the data needed to justify smarter, long-term safety investments.

The Challenge

At Sika, the biggest ergonomics challenge was not awareness. It was behavior. Despite established safety programs, training, and procedures, many ergonomic risks persisted on the floor. Employees often performed repetitive tasks under time and production pressure, developing shortcuts that saved seconds but increased long-term risk to their backs, shoulders, and joints.

Long-tenured employees, some with decades of experience, believed certain movements were safe simply because they had not yet resulted in injury. In reality, these habits often represented accumulated risk rather than best practice.

SIKA NEEDED A WAY TO:

- 1 Make ergonomic risk visible and undeniable
- 2 Drive behavior change without blame or constant reminders
- 3 Support safety investments with objective data
- 4 Address both immediate risk and long-term corrective actions

Solution

Sika deployed TuMeke across five sites in Eastern Canada, impacting more than 420 employees. The trial was later extended and expanded into Mexico.

What made the difference was video. Instead of relying on instruction or observation alone, employees could see themselves performing real work. Without commentary or judgment, the video created instant awareness and self-correction.

"We have been using TuMeke for some time now and it's an absolutely amazing tool. Its immediate impact on employees is simply unparalleled. The depth of the AI analysis is extremely detailed."



Hans Muller
EHS Leader, Sika

TuMeke combined that visual feedback with AI-driven analysis across four layers:

- 1 Video playback of real tasks
- 2 Ergonomic analysis of posture, angles, reach, and force
- 3 AI-suggested corrective measures
- 4 Cost-effectiveness insights tied to risk reduction

The platform was easy to deploy, requiring minimal training for production teams and adapting well across different tasks, equipment types, and worker profiles.

The Impact

The most immediate result was speed.

Employees did not need to be told what they were doing wrong. Seeing their own movements on video helped them recognize unsafe habits such as over-bending, reaching instead of stepping, or failing to use their knees properly. In many cases, corrections happened immediately.

This approach proved far more effective than traditional safety talks or written procedures, which are often forgotten once employees return to work.

With TuMeke, Sika was able to:



Accelerate ergonomic behavior change across sites



Address the behavior-based **root cause** of most ergonomic incidents



Identify repetitive “**dark tasks**” that quietly drove injury risk



Improve safe work practices without slowing production

Turning Insight Into Investment

While video drove change on the floor, data drove decisions at the leadership level.

TuMeke’s analytics helped Sika move beyond anecdotal justification when requesting ergonomic improvements. Teams could clearly compare:

- 1 The cost of equipment such as adjustable tables or lift assists
- 2 The cost of lost time, work stoppages, and injuries
- 3 The long-term productivity benefits of reduced fatigue and fewer injuries

In many cases, preventing even a single incident or stoppage over several years made the investment case clear.



WHY IT WORKED

TuMeke succeeded at Sika because it addressed the hardest part of ergonomics: changing behavior.

Instead of relying on reminders or assumptions, it showed reality. Employees saw how they moved. Leaders saw where to invest. Everyone worked from the same evidence.

Key Takeaways



Visual feedback drives faster behavior change than training alone



AI insights enable self-correction without resistance or blame



Data-backed analysis simplifies safety investment decisions



Addressing behavior tackles the majority of ergonomic risk



Safer movement supports healthier employees and stronger productivity