

GOOD
PRAC
TICES

Passion 4 Excellence

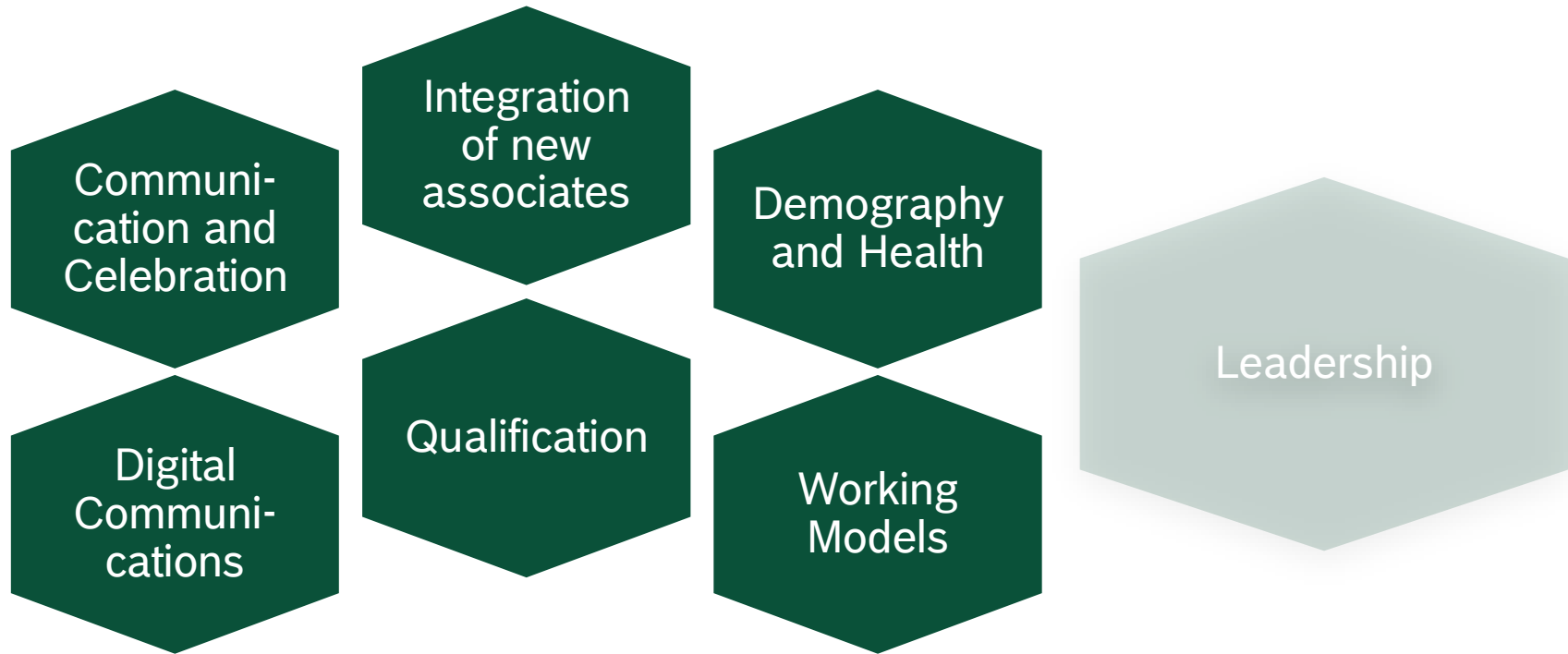
Be part of the network

EFQM EXCELLENCE
AWARD 2017
AWARD WINNER

PEOPLE

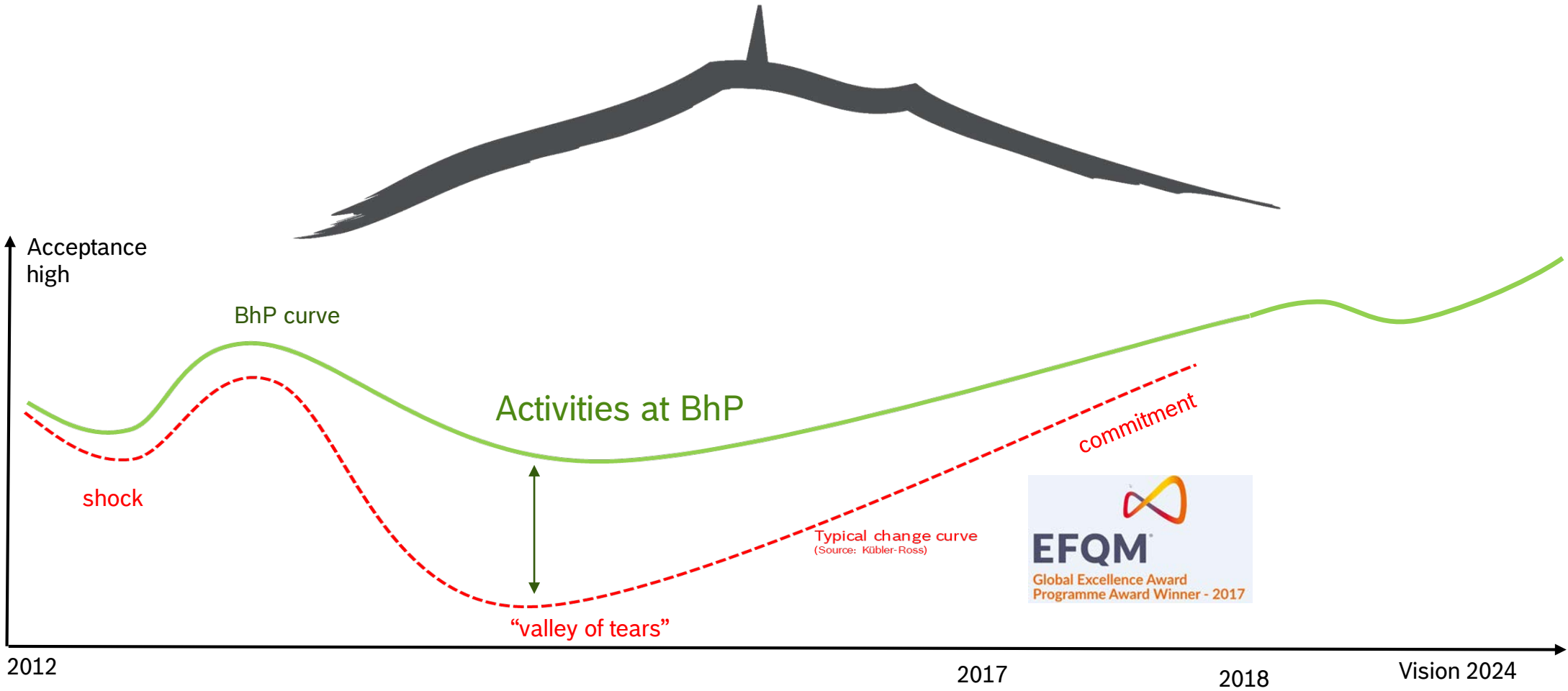
What - My Good Practice to share

- Some key areas, how we inspire and motivate the people at BhP



PEOPLE

Why – Where are we coming from?



PEOPLE

Value added – Digital Communications / Media

Digital
Communi-
cation

- ▶ Positive regular contact with **Mobile Devices**
 - ▶ **Benefits: What's in for the user**
- ▶ **Day-to-day** digital experiences



PEOPLE

Value added – Communications and Celebration

Communi-
cation and
Celebration



CELEBRATING OUR SUCCESSES



PEOPLE

Value added - Communications and Celebration

Communi-
cation and
Celebration



**DRIVE THE CHANGE
TOGETHER**

PEOPLE

Value added – Communications and Celebration

Communi-
cation and
Celebration



CELEBRATING OUR FAMILY PARTY



PEOPLE

Value added – Integration of new BhP-associates

Integration
of new
associates

- Monthly Onboarding-event with plant management



PEOPLE

Value added – Integration of new BhP-associates

Integration
of new
associates

“Get to know how the Allgäuer thinks and ticks“

A morning for newcomers and interested associates



Saturday

9:00 am - 12:30 pm with lunch

Castle Immenstadt



PEOPLE

Value added – Qualification and associates

Qualification

- ▶ **Personnel development across all levels,**
 - ▶ for **all ages**
 - ▶ from **apprentice** to plant manager
 - ▶ from **un- and semi-skilled** associates to **specialist**, direct and indirect employees



PEOPLE

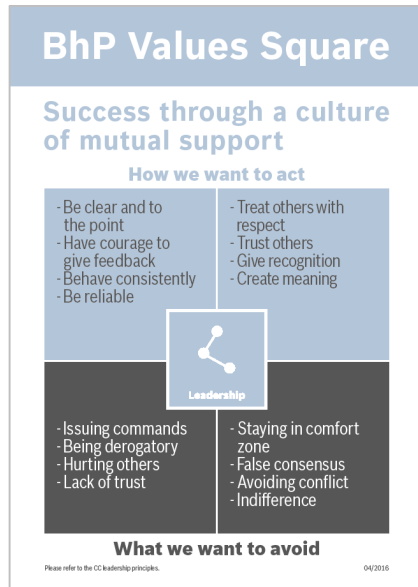
Value added – Demography and Health

Demography
and Health

► Demography-conscious personnel management

► Our 3 columns

Leadership
and Values



Qualification for
45plus



Comprehensive
Health program



PEOPLE

Value added – Working models at BhP

Working
Models

► Shifts at BhP

1. Day shift / Normal shift
2. Rotating shift
3. **Mobile shifts** (20h / month)
4. **Mobile working** and Home Office
5. **> 200 part time models**
6. **> 400 part time associates**

Day shift	Beginning	End
Flexible time frame	06:30 am	06:30 pm
Core time	09:00 am	03:00 pm

Rotating shift	Beginning	End
Early shift	05:00 am	01:30 pm
Late shift	01:30 pm	10:00 pm
Night shift	10:00 pm	05:00 am

PEOPLE

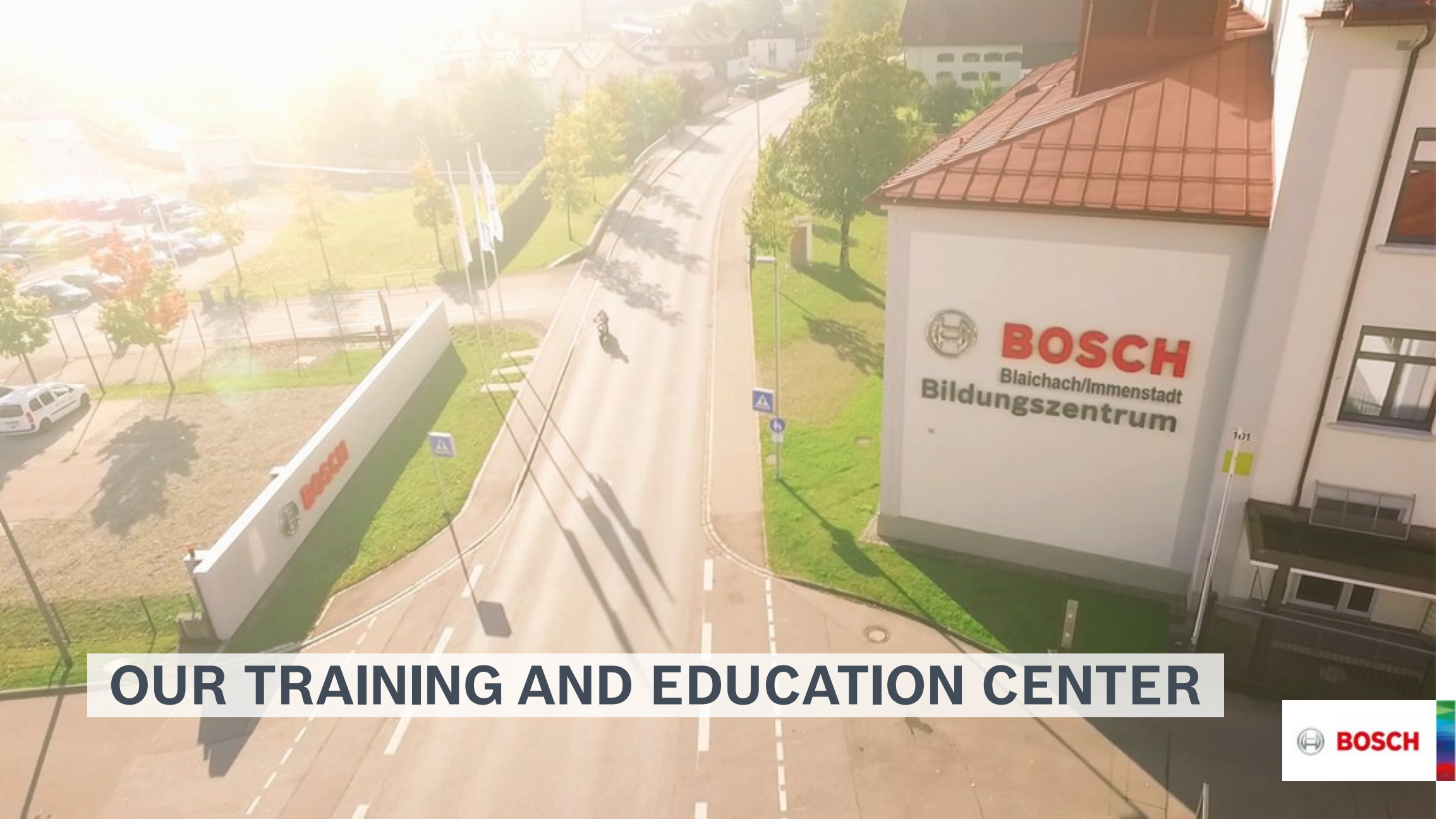
Value added – Attractions at BhP

► “We for you”

RFID Canteen	Mobile working / Home office	Contract of employment of indefinite duration after an apprenticeship	Modern restructuring of break rooms	Takeover of all apprentices
Summer family festival	Physio - Therapist	Discount for apprentices in the canteen	Group incentives	Scholarships for un- and semiskilled
Center of Training	Vacation care for children	Allowances for good performances	Football tablets	Assessment Centers
eBike / eSmart rental	Sports groups (KSF)	Refugee aid	Private phone and internet usage	Contact with universities (HS Kempten)
Winter Sports day	Ice cream machines	Apprentice sports day	MAE auctions	Coffee – app. 25 % price reduction
Bakers car	Anniversary celebration	Befit rooms	Health management	HR process time 2/17/14
New inspiring cafeteria	Seminars – Blue advanced training programme	Free health check-ups	Stay abroads at other Bosch locations	200 different part-time models
New MED rooms	New plant security	Additional entrances at the parking areas	High employment	Social benefits (BAV,...)
Ventilation Building 220	New Snack machines	Safe Workplaces	Internationality	Modern office design

BEFIT ROOMS





OUR TRAINING AND EDUCATION CENTER

MODERN BREAK ROOM



BOSCH



VACATION CARE FOR CHILDREN



PEOPLE

How did we improve ourselves

Associates Survey

- “I am proud to work for the Bosch group”: 2015 83 % > **89% 2017**
- “I enjoy my work”: 2015 75% > **82% 2017**

Recognition

- **Great place to Work-Award** for Germany, Bavaria and the Allgäu in 2017 (external bench-mark award)
- Plant Blaichach as **site role model I4.0** at the “Robert Bosch-Weltkonferenz”
- **EFQM 2017 Award Winner** 😊



PEOPLE

Following Steps

- Further deepening of our strategic direction and shaping the content



THANK YOU