

GOOD  
PRAC  
TICES

EFQM  
Leading Excellence

# Passion 4 Excellence

*Be part of the network*

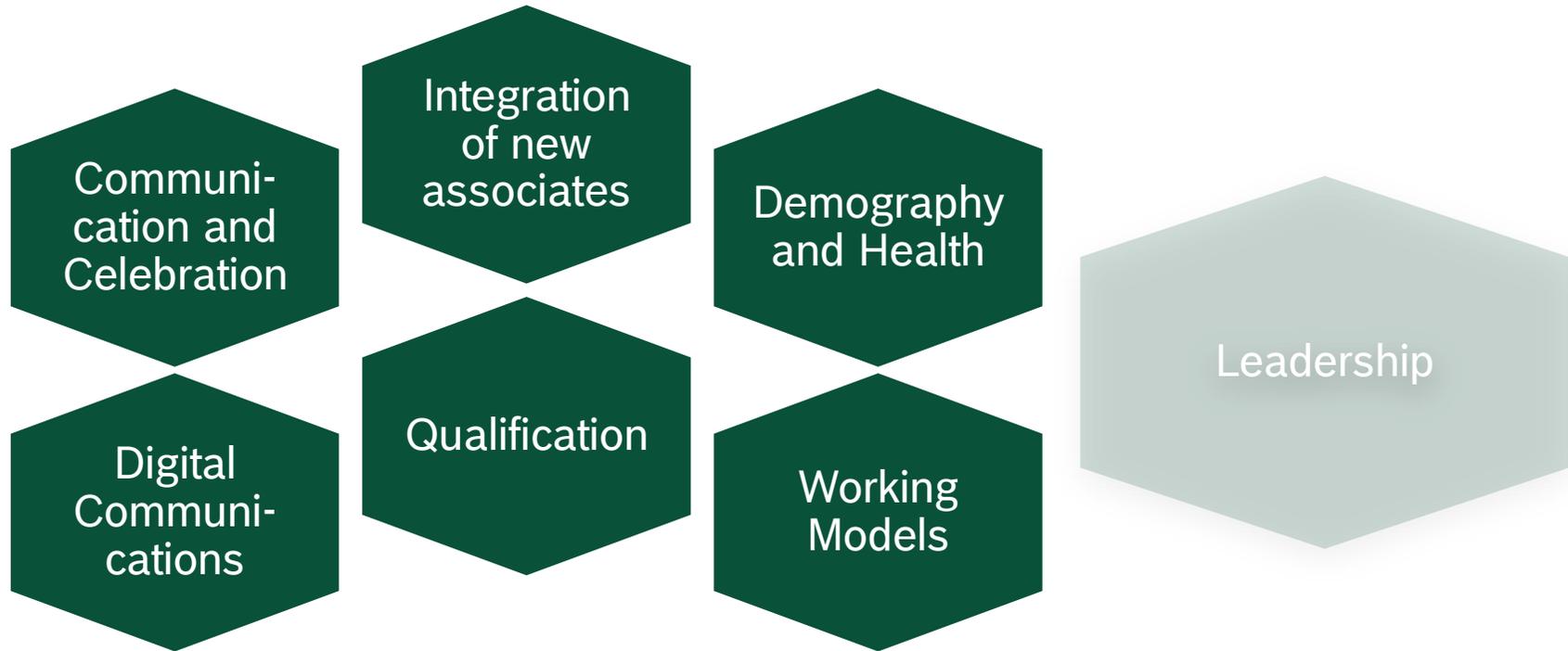
EFQM EXCELLENCE  
AWARD 2017  
AWARD WINNER

 **BOSCH**

# PEOPLE

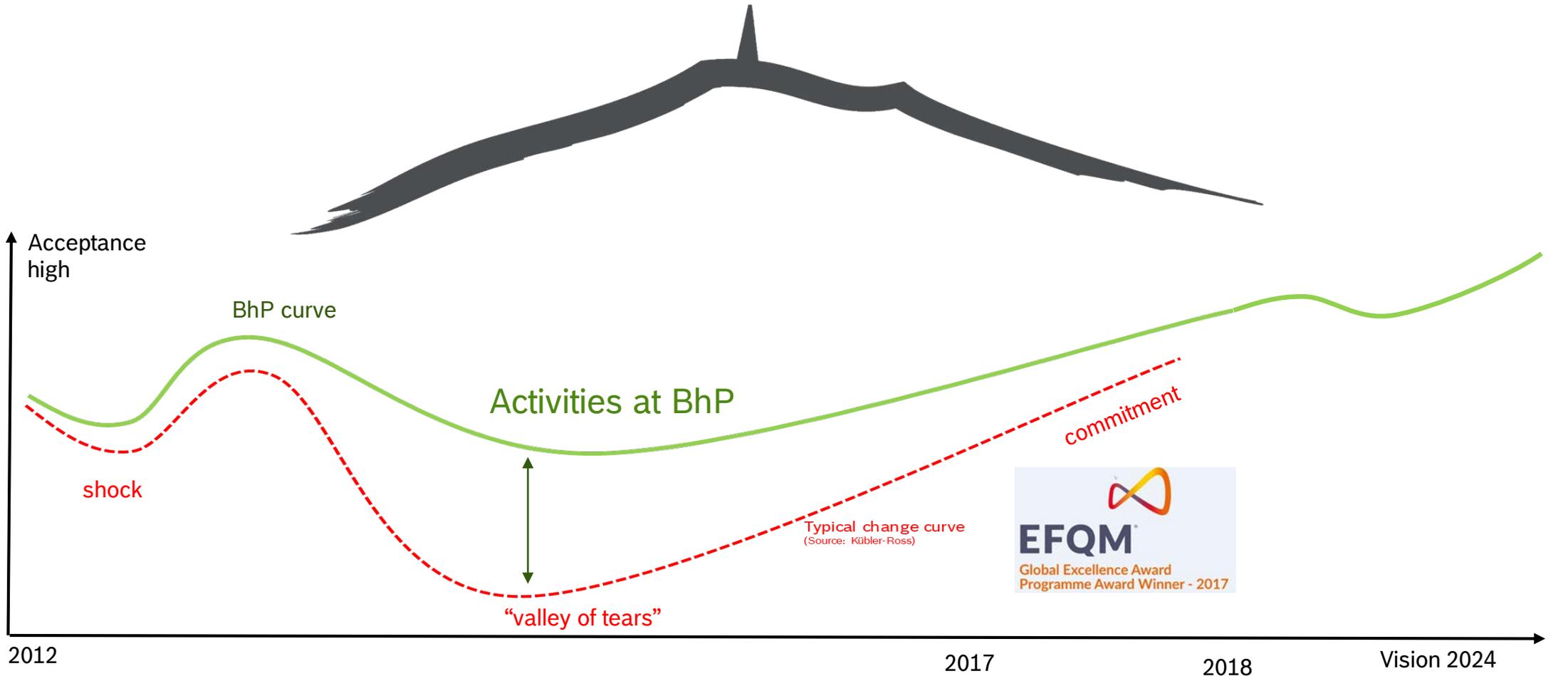
## What - My Good Practice to share

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



# PEOPLE

## Why – Where are we coming from?



2012

2017

2018

Vision 2024

3

BhP/CIP | 26/04/2018

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# 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-conscious personnel management

► Our 3 columns

Leadership  
and Values

**BhP Values Square**

Success through a culture of mutual support

How we want to act

<ul style="list-style-type: none"><li>- Be clear and to the point</li><li>- Have courage to give feedback</li><li>- Behave consistently</li><li>- Be reliable</li></ul>	<ul style="list-style-type: none"><li>- Treat others with respect</li><li>- Trust others</li><li>- Give recognition</li><li>- Create meaning</li></ul>
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Leadership

<ul style="list-style-type: none"><li>- Issuing commands</li><li>- Being derogatory</li><li>- Hurting others</li><li>- Lack of trust</li></ul>	<ul style="list-style-type: none"><li>- Staying in comfort zone</li><li>- False consensus</li><li>- Avoiding conflict</li><li>- Indifference</li></ul>
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What we want to avoid

Please refer to the CC leadership principles. 04/2016

Qualification for  
45plus



Comprehensive  
Health program



# PEOPLE

## Value added – Working models at BHP



### ► 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

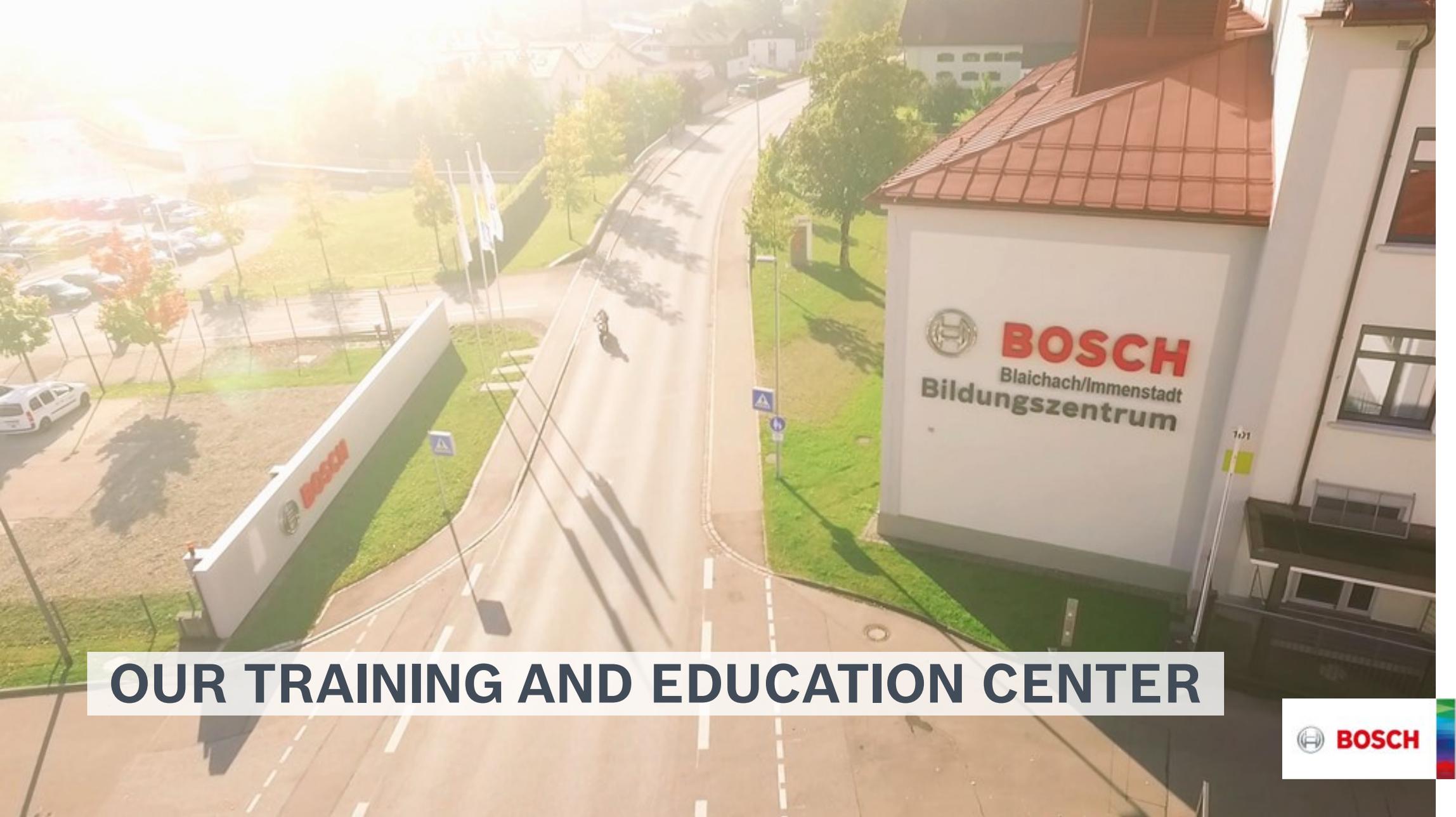
## Value added – Attractions at BhP

### ► “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 traing 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

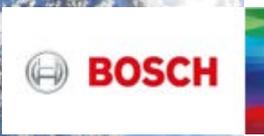


# MODERN BREAK ROOM





# 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