

GOOD  
PRAC  
TICES

# Passion 4 Excellence

*Be part of the network*



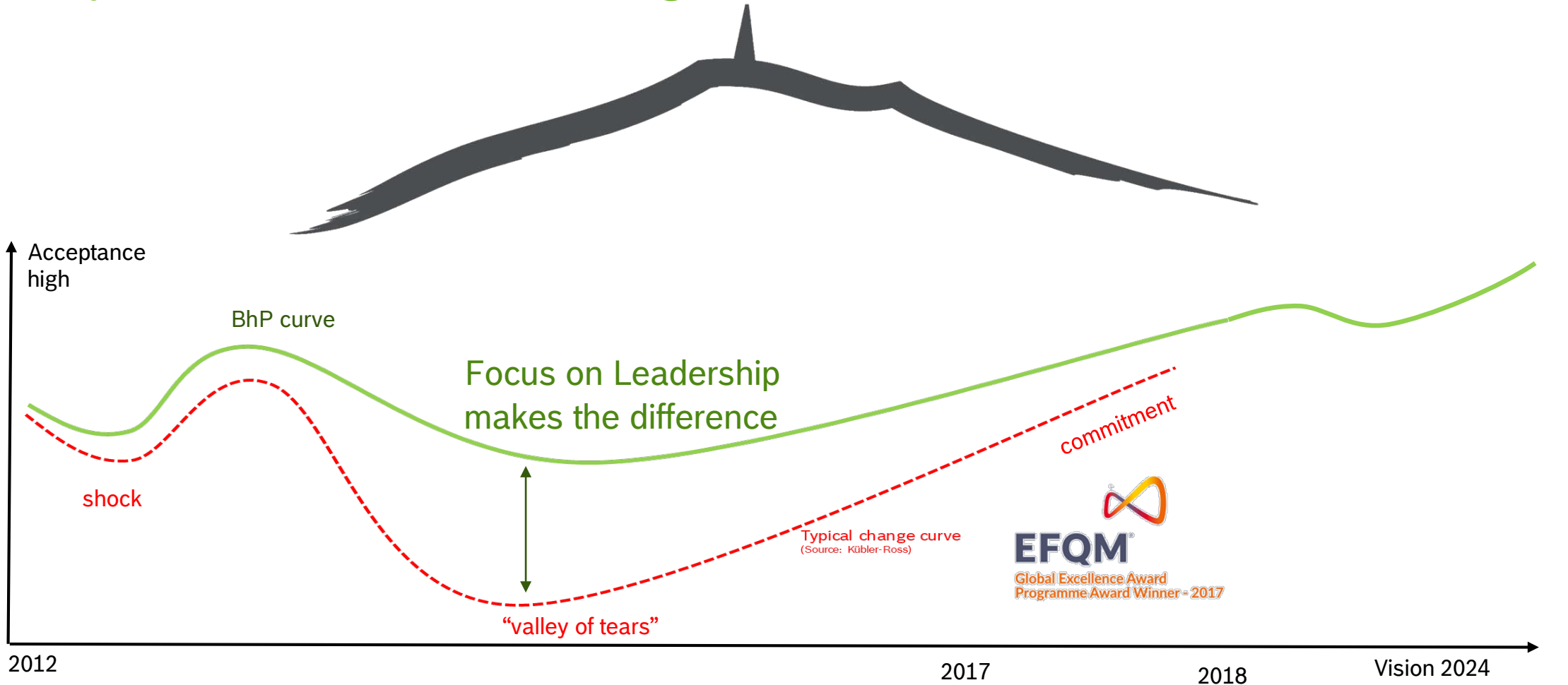
# LEADERSHIP CULTURE

What – my Good Practice to share



# LEADERSHIP CULTURE

## Why – Where are we coming from?



2012

2017

2018

Vision 2024

3

BhP/CIP | 26/04/2018

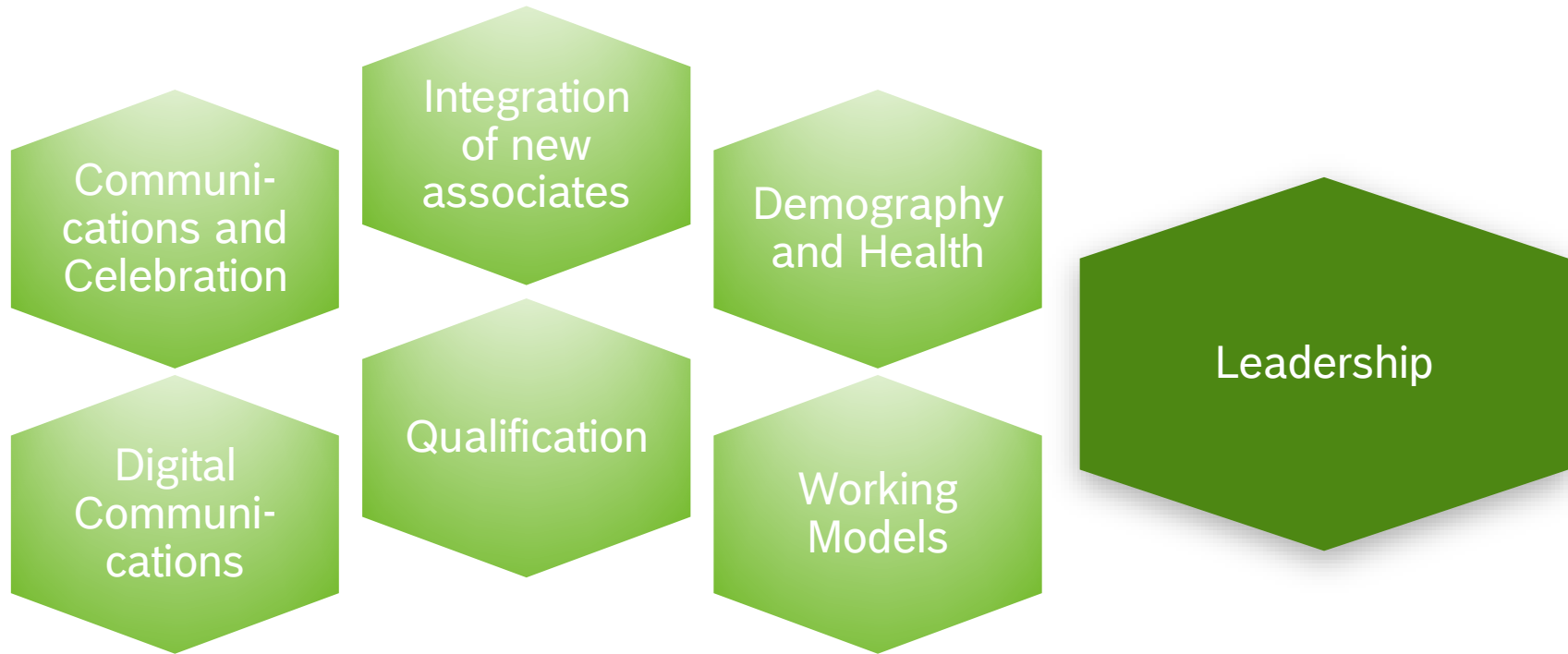
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 **BOSCH**

# LEADERSHIP CULTURE

## What - My Good Practice to share

- Our key areas, how we inspire and motivate the associates at BhP



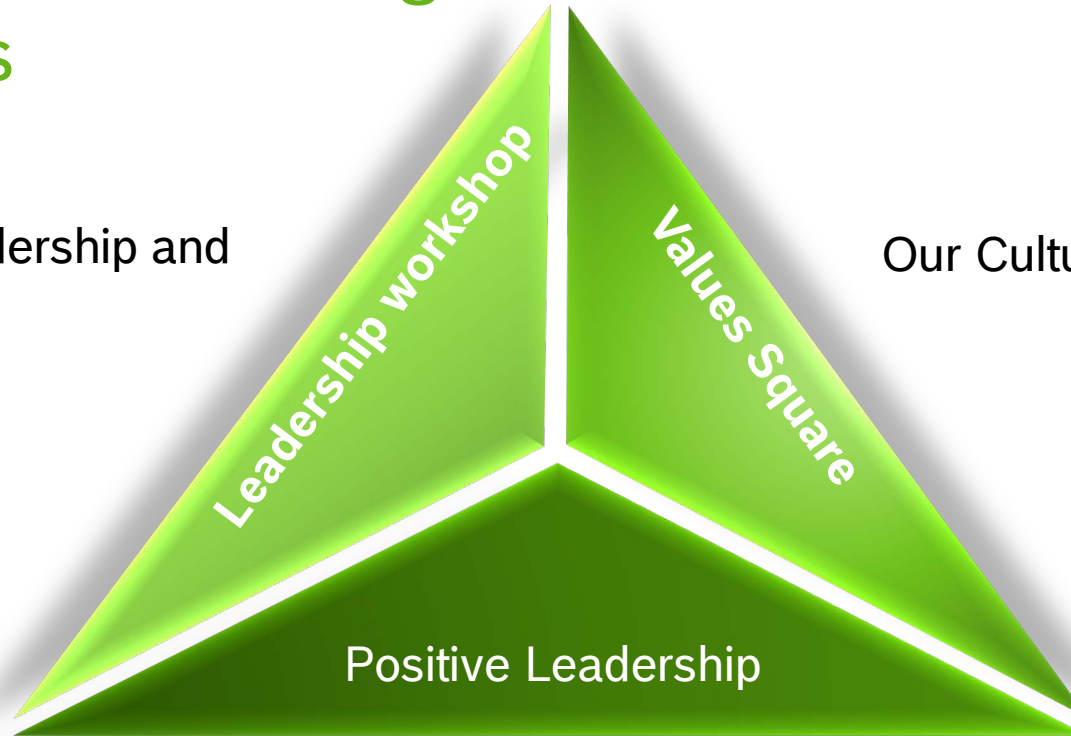


# LEADERSHIP CULTURE

Why – Where are we coming from?

Our Instruments

We develop our leadership and teamwork culture



Our Culture Card and Feedback Instrument

Positive Leadership is our attitude

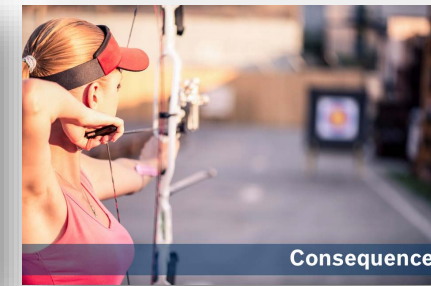
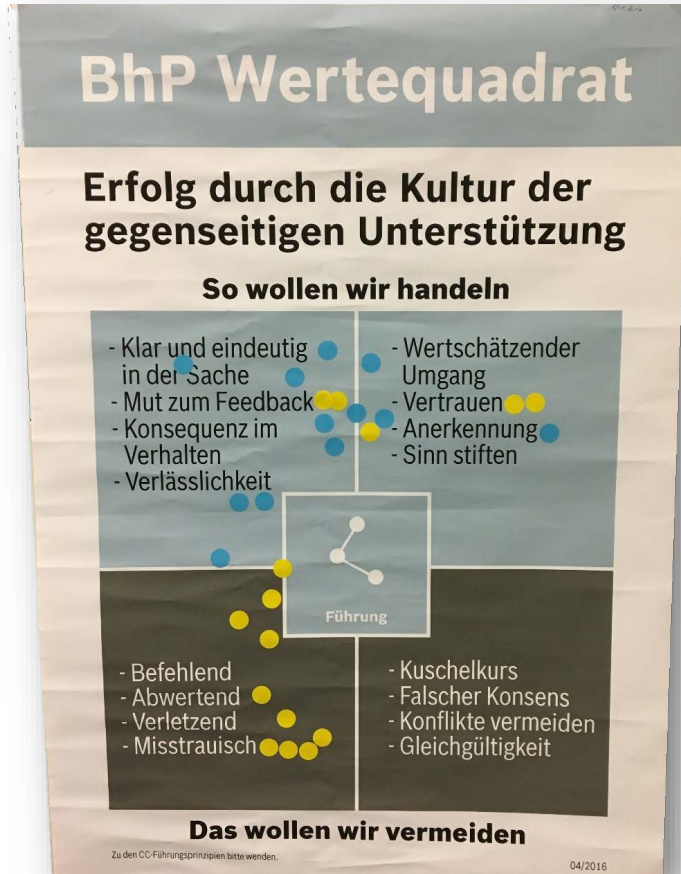
# LEADERSHIP CULTURE

# Leading successfully in a changing world – History “Leadership workshop“

2012		2013		2014		2015	
„Trust and Reliability on Leadership“		„Leadership as Dialog at the Plant“		„Success through a Culture of Mutual Support“		„The Role as a Manager“	
							
							
							
2016			2017			2018	
„Mitarbeiterwerkstatt“ „Experience Leadership“			„Attentive on the Way“			„Stärken stärken“ (Strengthen our Strengths)	
							
							
							
							
2019			2020			2021	
Vision 2024: „Wir im BhP“			„Wir im BhP“ Positive Leadership, Agility, teamwork, Learning, teaching, experiencing			„Wir im BhP“ Positive Leadership, Agility, teamwork, Learning, teaching, experiencing	
							
							
							
							

# LEADERSHIP CULTURE

## Our Values square and „We lead CC“



# LEADERSHIP CULTURE

## Elements of Positive Leadership

- Emotions
- Thankfulness
- Respect for each other

Positive Climate

- Big picture
- Appreciation

Positive Sense

- Positive Language
- Strong feedback
- Trustful

Positive Communication

- Orientation for Strength
- Positive Energy
- Development of people

Positive Relationships

Kim Cameron, 2009



# LEADERSHIP CULTURE

## How have we improved ourselves?

### Performance

- Employee survey AS17 with highly positive feedback (as in AS15)
  - Participation of 93 % , Approval of 76 %
  - Questions of Qualification and Change are getting 77% approval (excellent)
  - Engagement-Index improved by 5%-points, Result of 84 % (Pride, Fun, personal engagement)

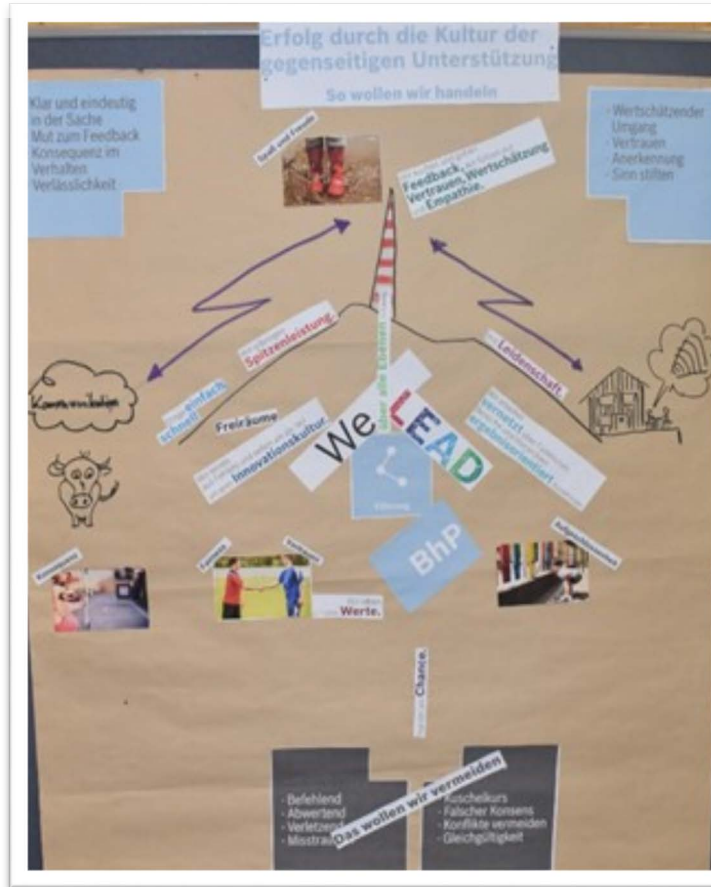


### Recognition

- **Great place to Work-Award** for Germany, Bavaria and the Allgäu in 2017
- Plant Blaichach as a **role model I4.0** at the Robert Bosch world conference
- EFQM 2017 Award Winner😊



# We develop our Values Square 2.0



# LEADERSHIP CULTURE FOLLOWING STEPS

Leadership Workshop 2018  
„Wir im BhP“ learning – teaching - experiencing

**Teamwork**

• VERTRAUEN  
• ZUSAMMENHALT  
• FLEXIBILITÄT

**Agility**

**Positive Leadership**

THANK YOU